



Gender Pay Reporting 2023

The Balmoral Hotel part of the Rocco Forte Hotel Group in the UK is required to prepare and publish Gender Pay Reporting ('GPR'). The GPR results have been prepared consistently with the prior years by the team at The Balmoral Hotel. Details of the results for 2023 have been summarised below with some high level commentary of the factors influencing the year-on-year variances. At the snap shot date for reporting, the hotel had 359 employees (2022: 312) and the male/female mix was 185/174 (2021: 156/156).

	MEAN	MEDIAN
PAY GAP	4.83%	0.0%
BONUS GAP	4.43%	0.0%

The above table shows The Balmoral Hotel's gender pay gap and gender bonus gap at the snapshot date of 5th April 2023.

This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2023.



Gender Pay Report 2023 Summary

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

Rocco Forte Hotels Gender Pay Gap Information

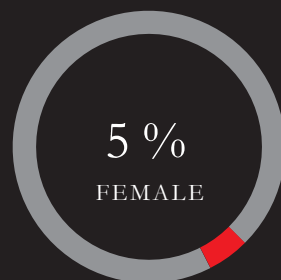
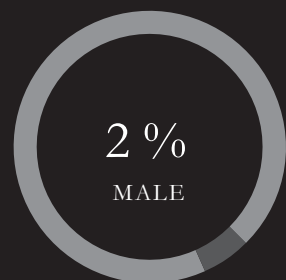
MEAN GENDER PAY GAP 4.83%

MEDIAN GENDER PAY GAP 0%

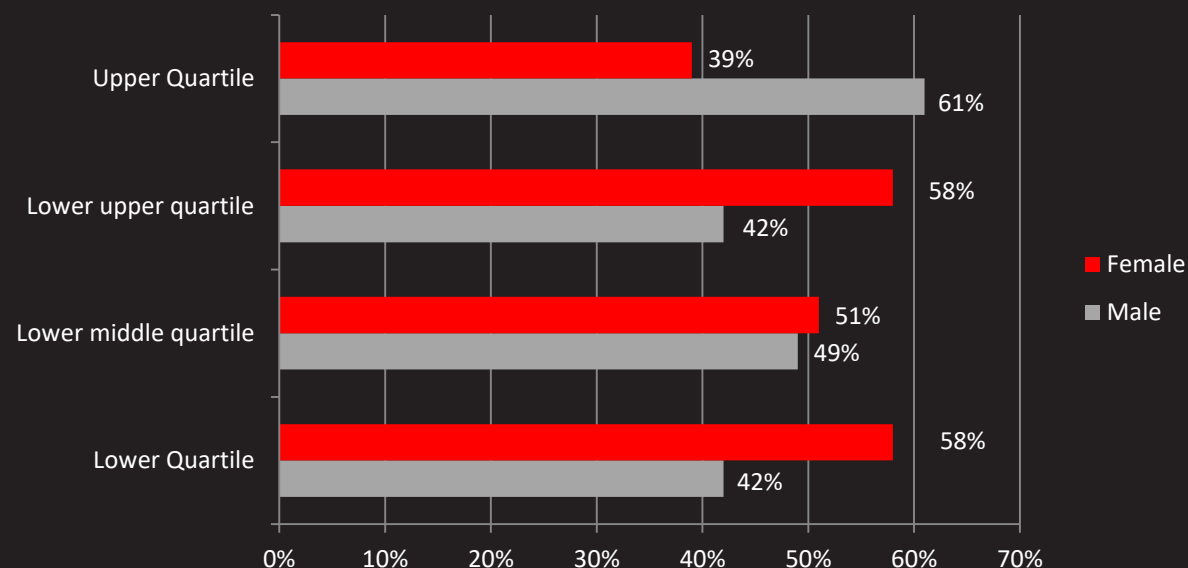
MEAN GENDER BONUS GAP 4.43%

MEDIAN GENDER BONUS GAP 0%

Percentage receiving a bonus



Pay quartiles by gender:



The Pay Quartiles by Gender chart show the gender distribution across four equally sized pay quartiles. This shows a much higher proportion of males in the upper pay quartiles, more females as a higher proportion in all other quartiles..



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What is The Balmoral doing to address its gender pay gap?

At Rocco Forte Hotels, we are committed to the principle of equal opportunities and equal treatment for all team members and have a clear policy of paying employees equally for the same or equivalent work, as set out in The Equality Act 2010.

The Balmoral is committed to:

- conducting regular reviews of team member's remuneration packages
- conducting regular performance assessments and reviews
- actively participates in the annual Edinburgh Hotel's Association salary survey and Hotel Industry Rewards Group survey data for UK comparisons
- carrying out salary and benefits audits at regular intervals
- evaluating job roles and salary scales as necessary to ensure a fair structure
- regularly reviewing performance and succession plans
- offering development programmes to support the career progression of all team members into supervisory and senior roles in the hotel
- ensuring management and sales bonus schemes are consistent in order to drive overall performance.

The Balmoral Hotel is consistent in its approach with all Rocco Forte Hotels to ensure we provide a working environment that takes into account the individual needs of our employees and remains as flexible as is possible to the requirements of the business.

I can confirm the published information is accurate.

Sir Rocco Forte
Chairman, Rocco Forte Hotels



The Balmoral Hotel Success Stories

MARTINA

Chef de Partie, Kitchen

Martina joined The Balmoral in 2020 as a Commis Chef in our main kitchen team. During her tenure at The Balmoral Martina has been promoted and has held her Chef de Partie role since 2021. In 2022 Martina had her first child and managed to spend quality time during her maternity leave knowing that her role and career growth would continue on her return.

As with many working parents Martina desired flexibility with her work to support her personal situation and continue her career growth at the hotel. On return in August 2023 we adapted her working pattern to allow flexibility with nursery times and regular working hours. This was balanced by her partner who also works in the hotel to support them both being able to continue working on a full time basis in their respective departments.

Martina is a hard-working and passionate chef who is well respected by her peers and a real talent in our business. With being able to allow the parents to balance their working patterns and adapting these we have been able to retain both employees and allow them to continue to grow in our business.



HOUSEKEEPING TEAM

Our Housekeeping department is the heart of the hotel not only delivering for the guests on a daily basis but being on hand to ensure that all team members uniforms are laundered and ready for them on arrival at work. This busy environment requires a team that is supportive and organised to meet the demands and needs of the business. A team of 67 led by a female management team of 11 they work together and share the responsibility of looking after the team and hotel and driving the standards to allow a retention of our Forbes Five Star rating.

The dynamics of the team have evolved over the years to allow for the implementation of flexible working patterns to support commitments in personal lives for child caring but also to allow the team to study.

This has been driven with a need to ensure team members have a true work life balance whilst meeting the every changing and challenging demands of the business. The success has been shown in the results the team have delivered and assisting in retention, with 80% of the team being here over one year and the longest serving in the department celebrating 22 years of service.

