



Gender Pay Reporting 2024

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 2024 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 372 employees (2023: 359) and the male/female mix was 175/197 (2023: 185/174).

	MEAN	MEDIAN
PAY GAP	6.57%	0.0%
BONUS GAP	6.30%	0.0%

The above table shows The Balmoral Hotel's gender pay gap and gender bonus gap at the snapshot date of 5th April 2024.

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 2024.



Gender Pay Report 2024 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

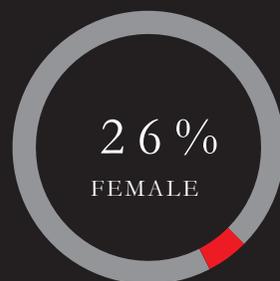
MEAN GENDER PAY GAP 6.57%

MEDIAN GENDER PAY GAP 0%

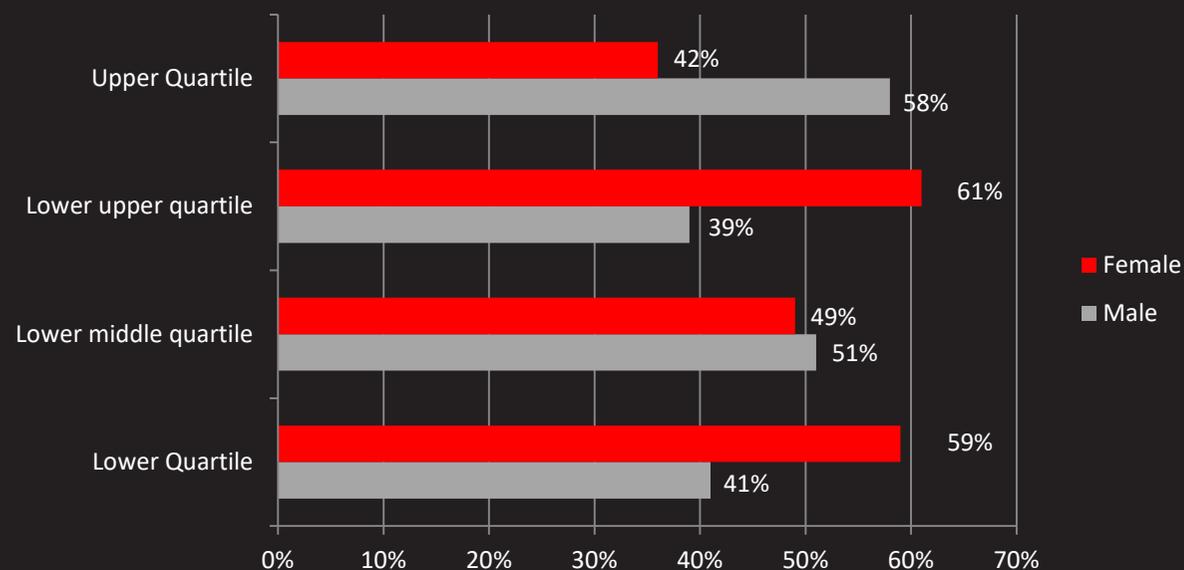
MEAN GENDER BONUS GAP 6.30%

MEDIAN GENDER BONUS GAP 0%

Percentage receiving a bonus



Pay quartiles by gender:



The above charts show the gender distribution across four equally sized pay quartiles. This shows a much higher proportion of males in the upper pay quartile, significantly more females as a higher proportion in the lower upper and lower pay quartiles and similar distribution for males and females in the lower middle pay quartile.



THE BALMORAL
EDINBURGH

A ROCCO FORTE HOTEL

Gender Pay Reporting 2024

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 to identify pay disparities between genders and address any discrepancies;
- evaluate job roles and salary scales to ensure consistency in overall remuneration and benefits packages;
- conducting regular performance assessments and reviews to identify key talent and promotional opportunities;
- actively participates in the annual Edinburgh Hotel's Association salary survey and Hotel Industry Rewards Group survey data for UK comparisons;
- 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;
- encouraging females to participate in our leadership training programmes;
- training for managers to recognise and address unconscious bias in hiring, promotions and performance evaluations;
- continuing to offer flexibility in work patterns to assist with personal commitments;
- enhanced family leave policies;
- 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.

Richard Cooke
Managing Director UK & Northern Europe



The Balmoral Hotel Success Stories

REBECCA - Sous Chef, Kitchen

Rebecca joined The Balmoral in 2013 as a Commis Chef and will celebrate her 12th year of service in September of this year. During her tenure she has developed her career and worked her way through the culinary ranks being promoted to Demi Chef de Partie in 2016, Chef de Partie in 2017 and Sous Chef in 2022 in our pastry team. She has worked in all the different functions in our hotel pastry production and supports the daily management of the team.

In 2024 Rebecca 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. She also benefitted as the company offered enhanced maternity pay as a new benefit under our family flexible working policies.

As with many working parents Rebecca has requested flexibility with her return to work in the future and reducing her working days to support her personal situation. In April 2025 we will support this return and have adapted her working pattern to allow flexibility with childcare support.

Rebecca 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 her talent and allow her to continue her personal growth at the hotel whilst balancing her parental responsibilities.



SPA TEAM

Our Spa team is committed to maintaining a fair and inclusive workplace ensuring gender pay equity and providing opportunities for all employees to thrive.

With a female manager leading the team who joined the hotel in the initial capacity of covering family leave for another colleague prioritises equitable pay, professional development and a supportive working environment.

This team of 15 work together in a supportive and collaborate way to meet the demands of the business whilst ensuring a work life balance. We are proud to report an 80% retention rate, reflecting our commitment to employee satisfaction and long term career development. Nearly half of our Spa team benefits from flexible working arrangements including part-time schedules and shift adjustments allowing for better work-life balance without impacting pay equity or career progression.

During refurbishment the team have been given the opportunity to cross skill in other areas of the hotel to support enhanced knowledge and future career growth.

This demonstrates that the flexibility of the team and the arrangements put in place are working well and team members feel valued, supported and rewarded fairly for their contributions.

