

Lime Wood Group Ltd

Gender Pay Narrative

February 2020

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GROUP

Introduction

Following the release of the Government Regulations regarding the Gender Pay Gap Reporting, Lime Wood Group Ltd are reporting the Gender Pay Narrative to support the Gender pay Gap Reporting for the group as of the 5th April 2019 snapshot date. This is the first report for this group due to the increase in staffing number taking the group over the 250-employee threshold.

Scene Setting

As a brand we have a mindset for the delivery of an exceptional guest experience whilst developing and nurturing the exceptional range of talent we have across Lime Wood Group Ltd.

Our business comprises of 3 key areas: Lime Wood Hotel, Portetta and our Head Office

We care about our people and realise that they are our greatest asset. With this in mind we focus on development and training across the group be that technical or behavioral. We pride ourselves upon being an employer that embraces all within the business regardless of gender, age, disability, religion, ethnicity or sexual orientation. Our aim is to attract, coach and develop the best team members and inspire them to deliver the best guest experience.

Lime Wood Group understand and recognise that the gender pay reporting is a mandatory implementation in order to encourage greater equality of opportunity in the work place.

The statistics of our gender pay gap report give opportunity where we can do more to support gender equality and build an action plan which continues our current program and activities of technical and behavioral development. The business continues to ensure that our People Policies encourage and support flexible working within our organisation whilst the People team actively encourage and support the brands diversity message.

Understanding the Gender Pay Gap

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole; it can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, as this would include direct comparison of a couple of, or groups of, people carrying out the same or similar work.

Mean gender pay gap:

Difference between average hourly earnings of males and females

Median gender pay gap:

Difference between median hourly earnings

Gender bonus gap:

Difference between average bonus earnings

Mean gender bonus gap:

Difference between median bonus earnings

Median gender bonus gap:

Proportion of males and female employees receiving bonus within the 12-month period

Pay quartiles:

An insight into career paths, a pay quartile is made up of 25% of the work force, ranked by pay quartiles are then broken down by gender.

Using calculation set out in the gender pay gap reporting regulations, we have taken data from our entire group of 263 employees. This data includes data from many different roles and rates of pay.

Our year in review

Leadership development training – An ongoing focused program developing capability and competence across all levels of the team.

Staff Retention – As a business we are focusing on retention of staff through offering more development opportunities including introducing a front of house NVQ course. We have introduced Increased Benefits including (but limited to) enhanced Maternity/Paternity pay and life insurance.

New Payroll System – Introduction of the new payroll system with increased reporting functionality and ease of transparency.

Diversity training – To heighten awareness as a part of our leadership development program.

Flexible Working – Allowances consistently made to balance the needs of the employee. Managers are encouraged to advertise and recruit on a flexible working basis.

Mentoring – Developing potential, retaining talent, managing performance, as appropriate across the team.

Networking programs – Internal and external network opportunities actively being encouraged across the team.

Recruitment and Selection – A fair and consistent process continues within our operation with a full day training for managers on recruitment including a detailed section on the Equality Act 2010. We have introduced skill-based assessment tasks in recruitment, and trial shifts as appropriate to the roles advertised.

Gender Pay Gap - Our results 2019

As of the 5th April 2019, our mean gender pay gap stood at 1.5% in favour of males with our median gender pay at 2.3% which currently favours females over males. Our total employee balance is 59.3% female to 40.7% male.

Mean Pay Difference:

Female £11.46
Male £11.64
Pay Gap 0.18 pence

Median Pay Difference:

Female £9.70
Male £9.48
Pay Gap 0.22 pence

These are both below the national mean 17.2% and median 17.8% as reported by the Office of National Statistics, 2018 (Source: Annual Survey of Hours and Earnings, Office for National Statistics). As a group we continue to look at our ratio of males to females across all roles and continually review pay to ensure a fair balance. The mean reflects a slightly higher balance in favour of males due some of the most senior roles (Hotel Director, Head Chef, People Director) being male however, the median reflects balance in support of females as detailed by the quartile figures.

Lime Wood Group Ltd recognise this is a positive balance towards females although we are committed to equality in pay for all our employees. Whilst Lime Wood Group were not required to submit a Gender Pay Gap report in 2018 we have reviewed the figures for the group from this time and have seen a decrease overall in the gaps, where the mean gap in 2018 was 4.4% in favour of males, and the median 1.1% balanced towards females.

BONUS

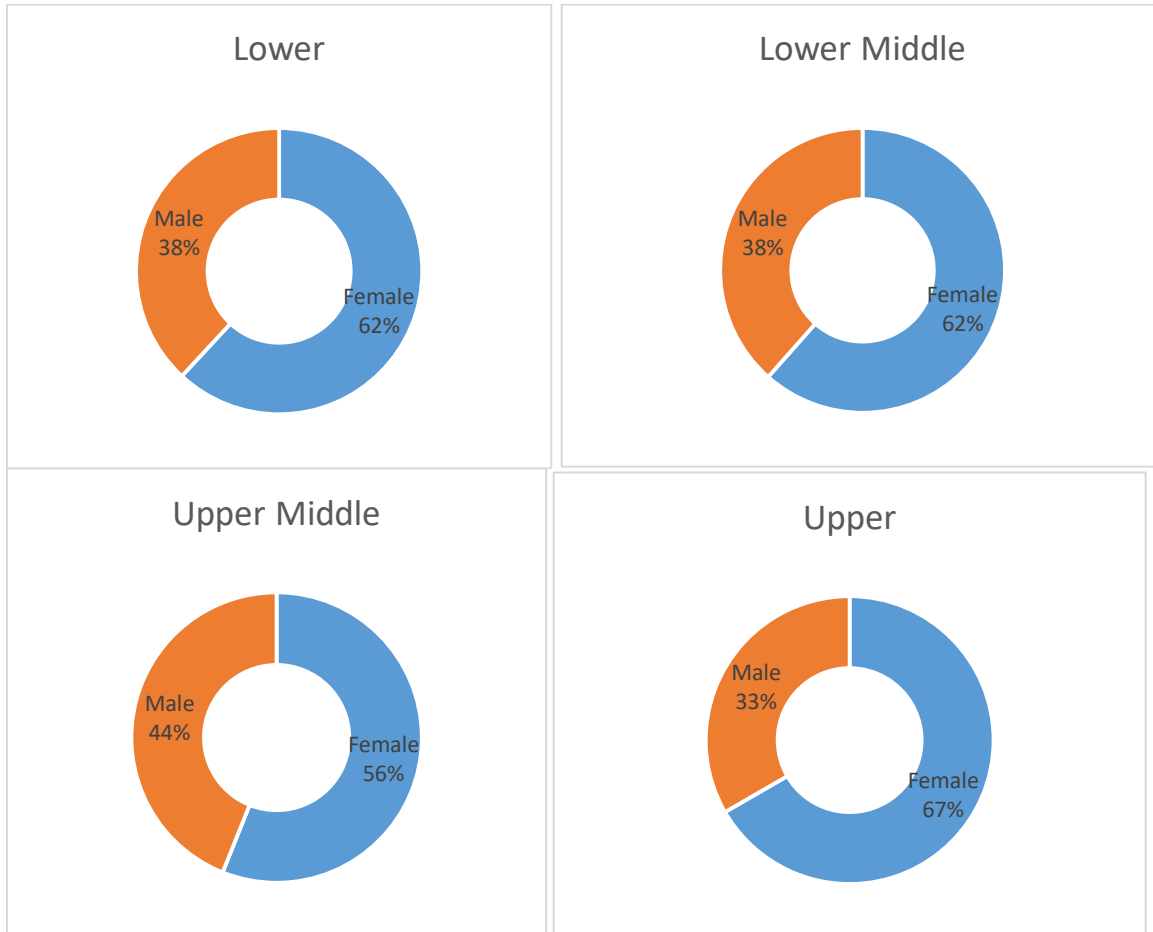
Our mean bonus gap currently stands at 115% favouring males, with our median bonus gap favouring males at 60%. This we recognise is a significant imbalance and is due to the males who hold senior positions in the highest pay bracket, including two Directors and two Head Chefs. The highest percentage of the female group who receive a bonus fall into the Upper Middle and Upper Quartile of roles made up largely of HR and Accounts positions.

Mean Female	Mean Male	Median Female	Median Male
£1537.90	£3312.69	£1000.00	£2500.00
Pay Gap	54%		60%

Across the group 31 females (19.9%) and 13 males (12.1%) received a bonus of this number 39% of females who receive a bonus achieve the median figure of £1000.

Quartiles

Our employee gender distribution by quartile, as defined by the regulations, illustrate that female employees are the higher representation in all quartiles. A significant percentage of group level senior roles in the Upper Quartile are held by women. Our female chefs make up 31% of the total kitchen brigade which is higher than the industry average of 25% (Source: Big Hospitality, 2018). We continue to offer flexible working across all divisions with a good work life balance being a key objective across the group.



As a group we remain focused and committed to hiring the best talent for roles across our organisation. We strive to actively create a mindset where everyone is motivated to progress through innovative People Policies and Practices with management support and encouragement. We accept that this is an ever-evolving task and throughout we recognise the need to actively encourage senior management to reflect the business approach towards diversity.

Closing remarks

With this being our first year of reporting the gender pay gap, we understand that our actions so far are demonstrating an encouraging result in terms of the gender pay gap however we need to continue to further explore the numbers identified and continue our promotion of fair pay. The gender pay gap calculation covers more than 250 team members and we feel this is an accurate reflection of the business as a whole. The overall figures are unlikely to change significantly in the short term. With our people plans in place we are confident that we will continue to maintain the core mindset of matching the best candidate for the role as opportunity presents, taking into account all aspects of equality and diversity.

As Chairman for Lime Wood Group Ltd, I, Robin Hutson, can confirm that the information contained herein is accurate.

A handwritten signature in black ink, appearing to read 'R Hutson', with a long horizontal line extending to the right.

Robin Hutson

Lime Wood Group Ltd