

## 5 HERTFORD STREET LTD GENDER PAY REPORT 2017

### Introduction

5 Hertford Street Ltd is a private member's club located in Mayfair, London.

The club was established in 2012 by Robin Birley with the aim of carrying on the Birley family traditions of style and elegance with a team that consistently deliver personal exceptional service to the club's members and their guests.

5 Hertford Street comprises five floors which accommodate a nightclub, four restaurants, four bars, a private dining room, Cigar shop, a courtyard and a roof terrace.

5 Hertford Street is required by law to publish an annual gender pay gap report under the Equality Act (Gender Pay Gap Information) Regulations 2017.

This is our report for the snapshot date of 5 April 2017.

### Gender profile

The gender breakdown of the workforce as at the snapshot date of 5<sup>th</sup> April is as follows:

Male: 211 (79%)

Female: 56 (21%)

Total: 267

### Gender pay data

- The mean gender pay gap is 8% greater for women than men
- The median gender pay gap is 13% greater for women than men
- The mean gender bonus gap is 20% greater for men than women
- The median gender bonus gap is 18% greater for women than men
- The proportion of male employees in 5 Hertford Street receiving a bonus is 84% and the proportion of female employees receiving a bonus is 82%

## Pay quartiles by gender

Band	Males	Females	Description
<b>A</b>	95%	5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b>	78%	22%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b>	67%	33%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b>	76%	24%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Data analysis

5 Hertford Street Ltd notes that as at the snapshot date, on average, women are paid more per hour than men within the organisation. However, the monetary values associated to the percentages are small at between £1.03 and £1.34 per hour respectively.

These gaps are significantly below the national averages as reported by the Office of National Statistics and buck the current trend of a gap where men are paid more than women.

The results can be linked to the occupational breakdown of men and women across the club. Certain departments and particular role are female dominant; for example, in office administration roles which are generally higher paid than entry-level food and beverage roles in which men are dominant. This is highlighted in the figures for pay Band A (lower quartile), in which women make up only 5% compared with 95% of their male counterparts. Men are also dominant in some more traditionally female prevalent departments such as Housekeeping, which comprise comparatively lower paid roles.

The results relating to the bonus pay gap reflects the higher proportion of men in kitchen management roles that, under our current policy, attract a performance bonus.

5 Hertford Street Ltd applies a consistent and fair approach to the other bonuses in the business which is demonstrated in the balanced proportions across both male and female employees. The figures are representative of 50 out of 56 females receiving a bonus compared with 176 out of 209 males receiving a bonus.

## **What are the underlying causes of 5 Hertford Street's gender pay gap?**

5 Hertford Street Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

5 Hertford Street Ltd is therefore confident that where a gender pay gap exists, it does not stem from paying men and women differently for the same or equivalent work.

Rather any gender pay gap is the result of the roles in which men and women work within the organisation and the salaries and bonuses that these roles attract, as well as the number of women within the business compared with men.

## **What is 5 Hertford Street doing to address its gender pay gap?**

While 5 Hertford Street Ltd.'s gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which it is complacent, and it is committed to doing everything that it can to reduce the gap where there is one and maintain the positive results it has reported so far.

It is recognised that it needs to focus its attention in the coming year on the current disproportionate representation of women within the business; with 79% of employees being male, we must work towards sustaining a more gender balanced workforce and one which overall is more reflective of the wider society.

In the coming year, 5 Hertford Street Ltd is committed to:

- **Creating an evidence base:** To identify any barriers to gender equality and carry out gender monitoring to understand:
  - the proportions of men and women applying for jobs and being recruited;

- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.
- trialling alternative methods to attract and retain female talent.

In the meantime, 5 Hertford Street Ltd is committed to reporting on an annual basis on what it is doing to reduce and maintain the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported internally.

I, Robin Birley, Chairman, confirm that the information in this statement is accurate.

Signed

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Date

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31/03/18