

**GAINFORD**  
GROUP

**GENDER PAY  
GAP REPORT**

2018



*Gainford Hotels*

# Gender pay gap report

**Snapshot date**

5 April 2017

**Employer Size**

250 to 499 employees

**Person Responsible**

Glenn Martin  
(Finance Director)

# 2.3%

MEAN HOURLY RATE

**DIFFERENCE IN HOURLY RATE**

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**Women's mean hourly rate**

2.3% lower than men's

**Women earn 98p** for every **£1** that men earn.

# 0%

MEDIAN HOURLY RATE

**Women's median hourly rate**

is **0% lower** than men's

When comparing median hourly rates,  
Women earn the same as men.

## PROPORTION OF WOMEN IN EACH PAY QUARTILE

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Top quartile (highest paid)

**37%**

Upper middle quartile

**52.7%**

Lower middle quartile

**49.3%**

Lower quartile (lowest paid)

**55.4%**

## WHO RECEIVED BONUS PAY

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7.8% of women

8% of men

## DIFFERENCE IN BONUS PAY

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Women's mean bonus pay is **2% higher** than men's

Women's median bonus pay is **50% higher** than men's



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