

# GAINFORD

GROUP

## **GENDER PAY GAP REPORT**

2019



*Gainford Hotels*

# Gender pay gap report

**Snapshot date**

April 2019

**Employer Size**

250 to 499 employees

**Person Responsible**

Glenn Martin  
(Finance Director)

# 1.5%

**MEAN HOURLY RATE**

# 0%

**MEDIAN HOURLY RATE**

**DIFFERENCE IN HOURLY RATE**

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**Women's mean hourly rate**

1.5% lower than men's

**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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Upper quartile

**49%**

Upper middle quartile

**67%**

Lower middle quartile

**64%**

Lower quartile (lowest paid)

**34%**

## WHO RECEIVED BONUS PAY

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**4.8%** of women

**3.6%** of men

## DIFFERENCE IN BONUS PAY

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Difference in mean bonus pay **-17.6%**

Difference in median bonus pay **-25%**



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