



# **Gender Pay Reporting**

2019-2020

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# Preface

RAD Limited was registered at Companies House on the 25th April 1995. As the RAD Hotel Group RAD Limited trades under the following titles:

- Carlton Hotel
- Dalmeny Park Hotel
- Hetland Hall Hotel
- Lochside House Hotel Lodges and Spa
- Radstone Hotel
- Royal Hotel

The head office is based in Cumnock East Ayrshire and hosts the support and sales functions for the hotel group including Sales, Marketing, HR, IT and Finance departments.

The Company currently employs 458 employees [HR employee list export September 2021] mainly from the local area. The workforce is made up of salaried, permanent weekly paid and zero - hour contracts.

The period for this report is April 2019 to March 2020. At the time of calculating the statistics for this document the company employed 469 members of staff. There was a split of 39% of male employees and 61% female employees during the report period.

Like many hospitality companies we have a diverse workforce with a percentage working on National Minimum Wage in the main drawn from the West of Scotland, in Ayrshire, Lanarkshire and Dumfries and Galloway. RAD Limited may hereafter be referred to as the Company, RAD Hotels or the RAD Hotel Group.

# Foreword

Robert and Vivien Kyle established RAD Limited in 1995. During the last 23 years they have worked tirelessly to build an award-winning hospitality business.

The Company has 6 Hotels across the South and West of Scotland: The Company's flagship property Lochside House Hotel Lodges and Spa located between Cumnock and New Cumnock, The Radstone Hotel: Larkhall The Carlton Hotel; Prestwick, The Royal Hotel: Cumnock, The Dalmeny Park Hotel: Glasgow and the Hetland Hall Hotel: Dumfries.

We used the HMRC formulae for the purposes of calculating the statistics produced.

# Executive Summary

This Narrative has been compiled to support the statistics produced by RAD Limited in full compliance with the Government Regulations regarding statutory Gender Pay Gap Reporting.

The 'Narrative' will set out amongst other:

- RADs Values and the importance the company places on its presence in the local community.
- RAD Hotels gender pay statistics and the demographic makeup within RAD as reported from the Company's HR and Payroll System Fourth.
- The Mean and Median percentages for Male and Female Employees
- That there were no bonus payments for either gender during the fiscal year 1st April 2019 to 31st March 2020.

## **Scope and General Purpose**

To comply with the government ruling on Gender Pay Reporting.

## **RAD Values and Company Culture**

Our culture is simple and straightforward: We love what we do! Our mantra is to deliver the very best we can offer in food, comfort and service to our customers and for our staff, sustainable employment in an area of high unemployment.

We have 8 Values

NEVER SAY NO - This doesn't mean that we always say yes!

LONG TERM RELATIONSHIPS - Long term relationships are the foundation of our business.

FAMILY VALUES - Our humble approach inspires loyalty.

GIVING BACK - We believe in giving back and supporting our local community.

LISTEN TO OUR CUSTOMER NEEDS - Our customers come back because of our ability to listen to their needs and deliver on them every time.

SUSTAINABILITY - Our supplier relationships are very important to us, using local businesses, treating them well and staying loyal.

PEOPLE FIRST - People always come before profit.

VALUE - Our services and facilities are high quality and accessibly priced, giving our customers real value with affordable luxury.

# Gender Pay Reporting Statistics

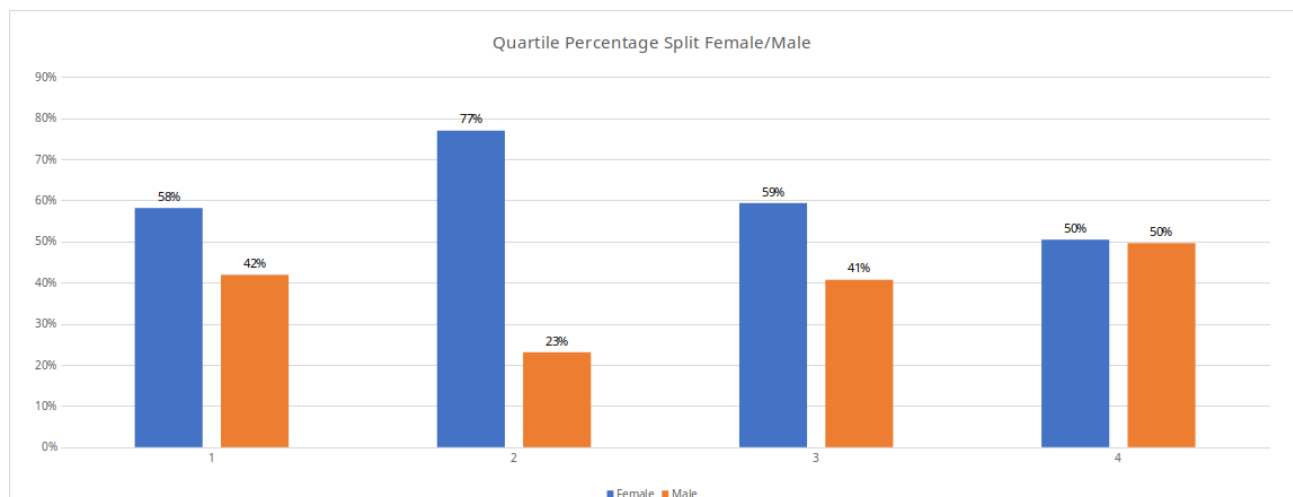
## Mean and Meridian Hourly Pay Differences

	Mean	Median
Female	8.23	8.21
Male	8.65	8.40
Pay Gap	-5.03%	-2.31%

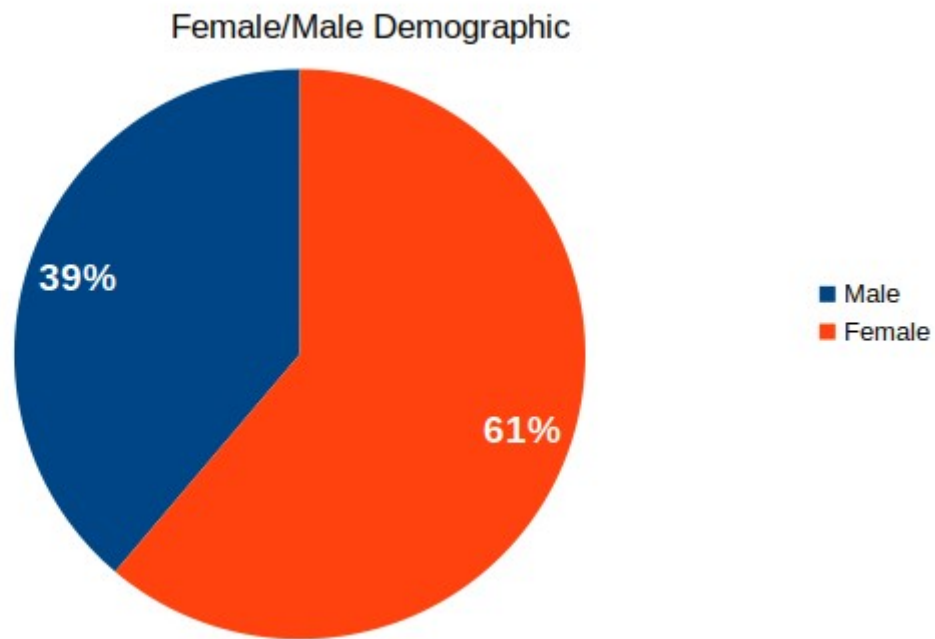
## Quartiles

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female	58%	77%	59%	50%
Male	42%	23%	41%	50%

## Gender Distribution by Pay Quartiles



## Demographics



## Gender Pay Gap Summation

### Mean

The mean average is skewed to male employees by 5.03%

### Median

The median difference in hourly pay rates favours males by 2.31%

### Bonuses

The company did not pay any bonuses in the period April 2019 to March 2020

## Demographics

We continue to employ more female employees than male.

## Considerations

In accordance with HRMC statutory requirements the Directors will look at the pay differential as demonstrated in the mean figure. In its analysis we have established that the variance occurs among a minority of personnel at senior management level.