

Welcome to the Jurys Inn Gender Pay Gap Report 2019



Our people continue to be at the heart of everything we do, with our culture built on fairness, consistency, dignity and respect. At Jurys Inn, we currently have 2,500 employees working across the UK. As a committed equal opportunities employer, we welcome the Government's introduction of the Gender Pay Gap Reporting obligations which require private and voluntary sector organisations in the UK with 250 or more employees to publish gender pay gap information about their business.

We work hard to promote equality and diversity amongst our workforce, and to attract and retain the best talent regardless of gender or identity. Women account for 46% of our General and Hotel Manager positions, and occupy 48% of management positions overall. We also offer a number of development programmes to promote and support career progression amongst our staff which are open to all employees.

We are pleased the figures we are reporting, which compare favourably against national averages and the hospitality sector in general. Of the 10,538 employers who published their gender pay gap for 2017-2018, Jurys Inn was within the 30% who reported the lowest median hourly gender pay gap for this period. The figures also reflect the fact that, in line with the industry norm, we have a higher proportion of women than men working part-time.

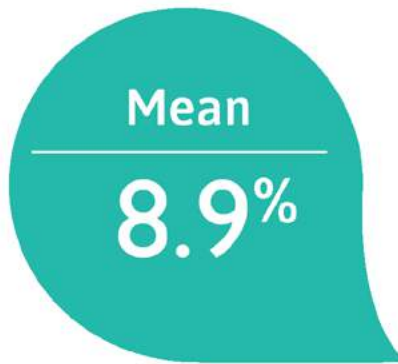
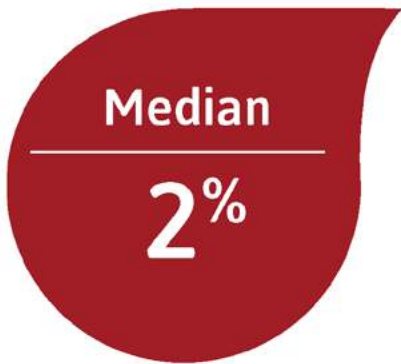
Regardless, there will always be more we can do we look forward to taking further steps to close our gender pay gap as we strive to meet best practice.



Jason Carruthers
Managing Director
Jurys Inn



Hourly Pay Information

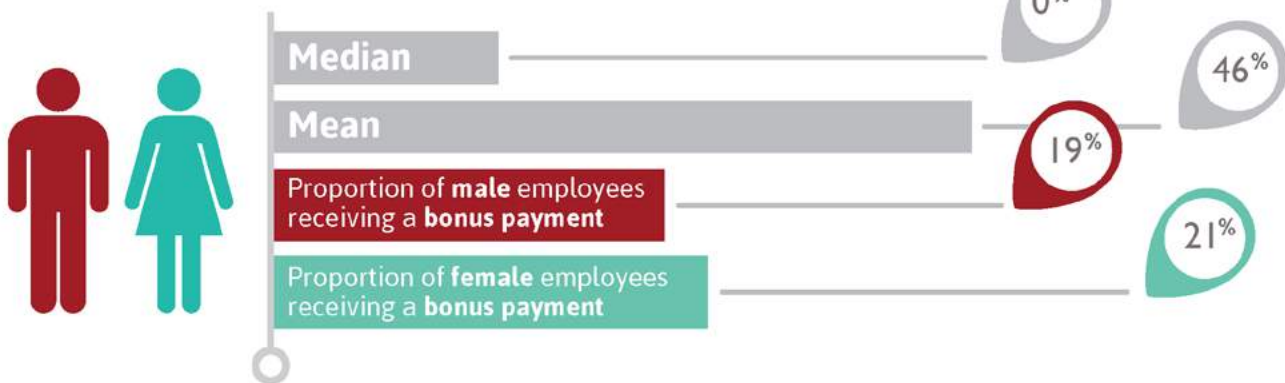


According to the office of National Statistics, the UK's 2018 median hourly gender pay gap was 17.9%. We believe this to be the most accurate representation of hourly rates of pay, and we are therefore pleased to report that our median hourly gender pay gap is significantly better than the UK average, showing very little difference between our male and female employees at 2%. We are also pleased to report that we have seen a reduction in our mean hourly gender pay gap to 8.9%.



Gender Pay Statistics

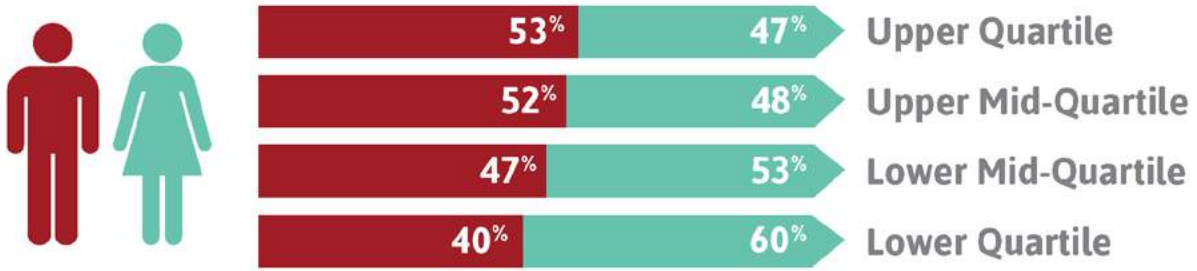
Bonus Pay information



The median bonus gender pay gap is more representative of our true bonus pay distribution, therefore we are pleased to report that there is no gender pay gap between our female and male employees within this measure.

The mean bonus gender pay gap is not representative of our true bonus pay distribution. For Example, one factor affecting this is that several members of our senior management team, who are entitled to receive bonuses, are women but they are based at our Dublin head office and employed by an ROI subsidiary company of the Jurys Inn group, although much of their work relates to our UK business. Since they are employed by an ROI subsidiary, their pay and bonus pay information is not included in these figures.

Gender Pay Statistics



Our gender distribution shows a broadly equal split of male and female employees in each of our four quartiles. 46% of our General and Hotel Managers in our hotels are female. 52% of our overall workforce are female.



Number of employees split:  = 52%  = 48%