

# ABOUT ATLAS HOTELS



This report provides information about Atlas Hotels (Trading) Ltd (referred to in this report as Atlas Hotels), which at the snapshot date of 5th April 2023, employed 1216 people across 48 sites.

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## Our purpose

Our purpose is **to create a rewarding place to work and a great experience for our guest, which will deliver results for our investors.** We believe passionately in looking after our employees, who will in turn look after our guests and as such, we focus a lot of effort on driving engagement and enjoyment across our teams.

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## Our People

We couldn't do what we do without our people. Our teams deliver amazing service to thousands of guests across the UK, everyday, by role modelling our values of **Be Guest Focused, Work Together, Show Commitment** and **Strive for Quality**

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## Our Roles

We value work life balance - 50% of our employees work part time. The roles reported on in the next few pages include regional and hotel management roles, hotel and housekeeping team roles as well as maintenance positions





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## OUR ROLES

Understanding the gender breakdowns of our roles is key to understanding our gender pay gap. The lowest paid positions within the Atlas Hotels structure at the snapshot date were our Breakfast Team Member role, Housekeeping Assistant role and Team Member role, **all of which are occupied by more women than men** (77%, 97.5% and 71% female respectively).

### CLUSTER OPERATIONS MANAGER (COM)

A senior manager role, undertaken by 42% of females within Atlas

### HOTEL OPERATIONS MANAGER (HOM)

60% undertaken by females

### TEAM LEADERS

61% of these supervisory roles are undertaken by females

### NIGHTS ROLES

Nights roles are paid at a higher rate than day roles and 61% of night positions are occupied by males

### MAINTENANCE TECHNICIAN


A majority of the employees in this role are male

### HOUSEKEEPING ASSISTANTS

97.5% of these roles are undertaken by females due to our flexible hours in this area

### BREAKFAST TEAM MEMBERS

77% of these roles are undertaken by females and 23% by males



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# OUR GENDER PAY GAP

The gender pay gap regulations, introduced by the UK Government require **all businesses with 250 or more employees** to report their gender pay gap. **The gender pay gap is not the same as equal pay.** Equal pay requires that women and men doing the same or similar jobs should be paid the same. A gender pay gap may occur **even if women and men are paid the same amount for similar roles**, if the higher paid positions are occupied primarily by one gender



3.2%

## Mean Pay Difference

At Atlas Hotels, when comparing average (mean) hourly pay on the snapshot date women's mean hourly pay was 3.2% lower than men's compared to 2022, where the mean difference was 6.9%

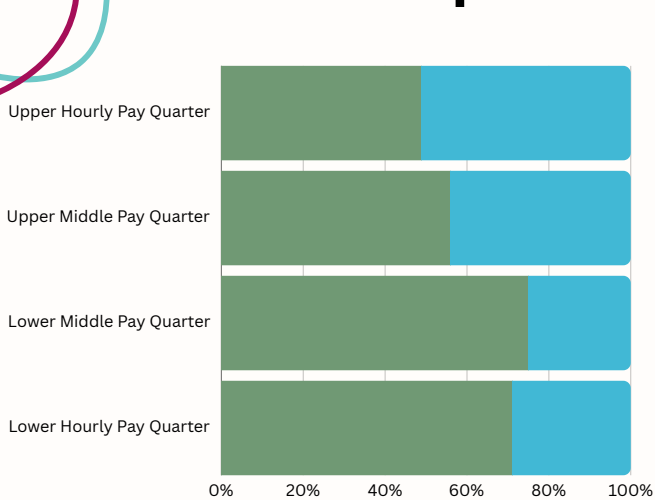


9.1%

## Median Pay Difference

When comparing average median hourly pay on the snapshot date, women's median hourly pay was 9.1% lower than men's. We have not seen any change in the median hourly pay when comparing to 2022.

# Quartile Proportions



At Atlas Hotels on the snapshot date, women occupied 51% of the highest paid roles and 71% of the lowest paid roles.



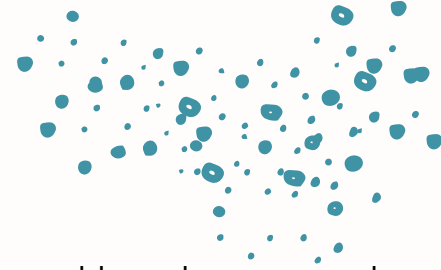
Mean gender pay gap using bonus pay



Median gender pay gap using bonus pay

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# ANALYSIS



Atlas Hotels has always worked hard to promote inclusion and equality and we are able to demonstrate this using our gender pay figures. **Over the last 12 months our mean difference has halved.** In 2022 the mean difference was 6.9% in comparison to 2023 where it is now 3.2%

**Atlas still remains ahead of the wider UK landscape**, where the average median pay gap at the last snapshot date was 14.3%. Atlas Hotels has also demonstrated some great progress when comparing bonus payments between men and women, which in 2023 showed 7.5% more favourable to women with regard to median and 2.2% more favourable difference to women at the mean level. Furthermore, **leadership roles are occupied almost equally by men and women.**

## Where we have a gender pay gap, why does this exist?

-  75% of those occupying our lowest paid roles (Team Member Breakfast, Housekeeping Assistant and Team Member) at the snapshot date were women. The majority of these roles are part time, with flexible hours.
-  At the start of 2022 we introduced a new role of Nights Supervisor, paid at an enhanced rate vs Team Member and Nights Team Member roles. At the snapshot date, 62% of those employed as a Nights Supervisor were male, a trend we see across all nights roles.
-  Our Maintenance Technician roles are amongst the highest paid positions at Atlas, given the background and knowledge required to effectively undertake the role. At the time of the snapshot, only one of our Maintenance Technicians was female.

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# CLOSING THE GAP

The work we need to do close our gender pay gap focuses on the distribution of females across the lower and lower middle pay quartiles, as well as some technology and training improvements.

## Breakfast Team Members

At the snapshot date Atlas employed 193 Breakfast Team Members, 77% of whom were women. In January 2023, we raised the pay of Breakfast Team Members and aligned it to Team Member pay, meaning all individuals in this role received at least an 11% payrise. This has had a positive impact on our gender pay gap for 2023.

## Maintenance Technicians

We have now taken on a female Maintenance Technician and we will continue to work hard in the coming 12 months to review our advertising and recruitment approach for this role to drive more equal gender representation.

## Psychometric Testing

Atlas Hotels has recently implemented psychometric testing into its recruitment process, meaning CVs are a secondary part of the recruitment process. This change should reduce unconscious bias in its all forms when shortlisting candidates for interview.

## Flexible Working

Whilst half of our employees are already part time, for those that wish to move from full time to part time, the process of making a Flexible Working application can be challenging. Atlas is committed to improving in this area through increased openness around working patterns and providing extra training for managers