



ATLASHOTELS

Gender Pay Gap Report

2024-25





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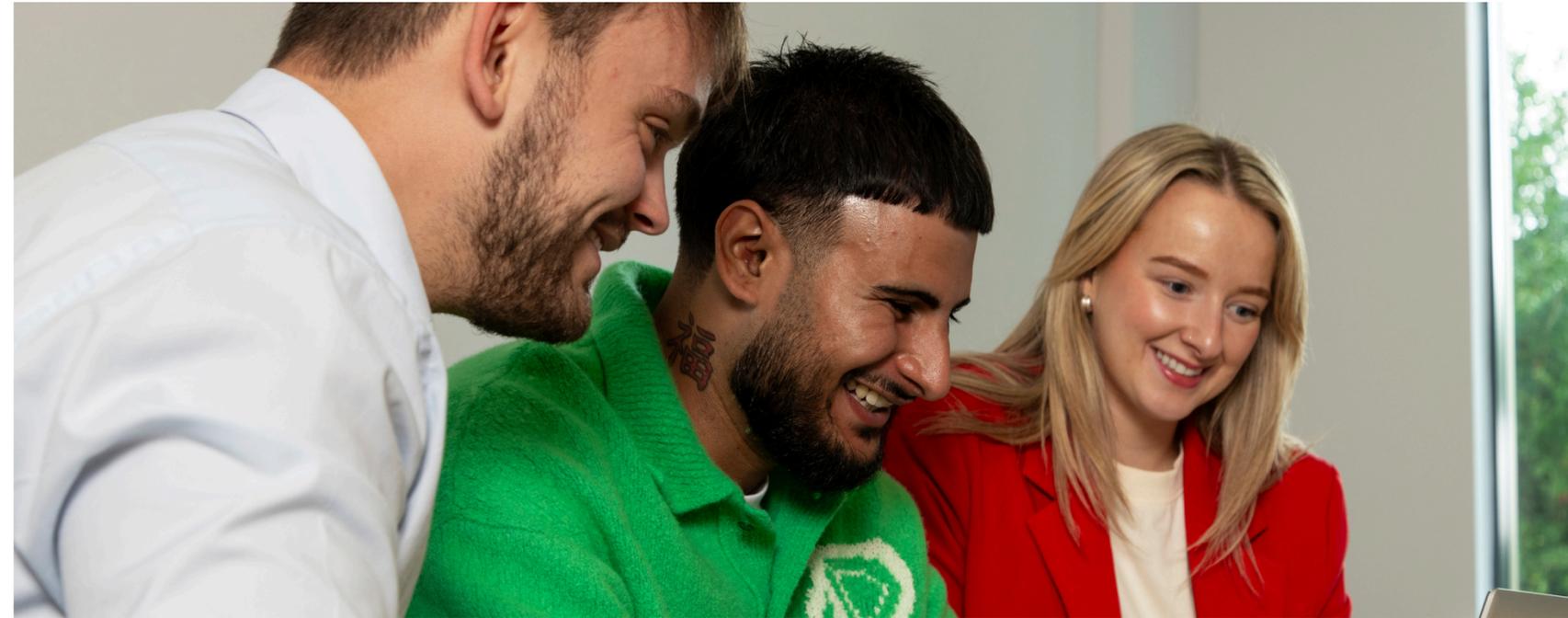
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Summary

This report provides information about Atlas Hotels (Trading) Ltd (referred to in this report as Atlas Hotels).

On the snapshot date of 5th April 2024, Atlas employed 1,476 people across 48 sites. Of those 1,476 employees, 463 (30%) were male and 1,013 (70%) were female.





About Us

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.

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 four Atlas values

Our Purpose

To create a rewarding place to work and a great experience for our guest, which will deliver results to our investors.

Be Guest Focused

We are professional, we strive for excellence and show agility and adaptability.

Work Together

We are reliable, communicate effectively, listen to others and respect our differences.

Show Commitment

We show pride and passion in what we do, demonstrate empowerment and embrace challenge and change.

Strive for Quality

We're curious, share best practices, gather information to make smart, data-driven decisions and use logic to solve problems.



Our Roles

We value work-life balance – 69% of the employees in our snapshot data occupied part-time contracts. We commit to providing rotas to our teams with as much notice as possible.

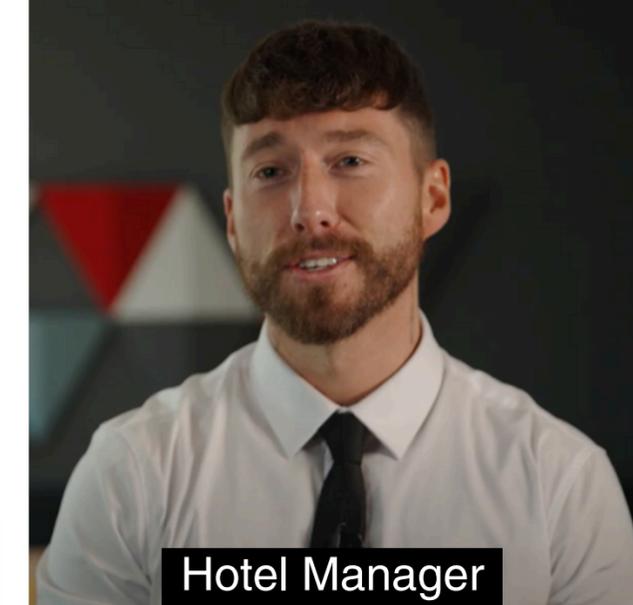
We believe that offering roles that work around people's lives contributes to our excellent labour turnover rates.

We offer a variety of different jobs and career paths - those reported on in the next few pages include hotel management positions, hotel and housekeeping team roles as well as maintenance technician roles.

For more information, visit atlashotels.co.uk/careers



Regional Manager



Hotel Manager



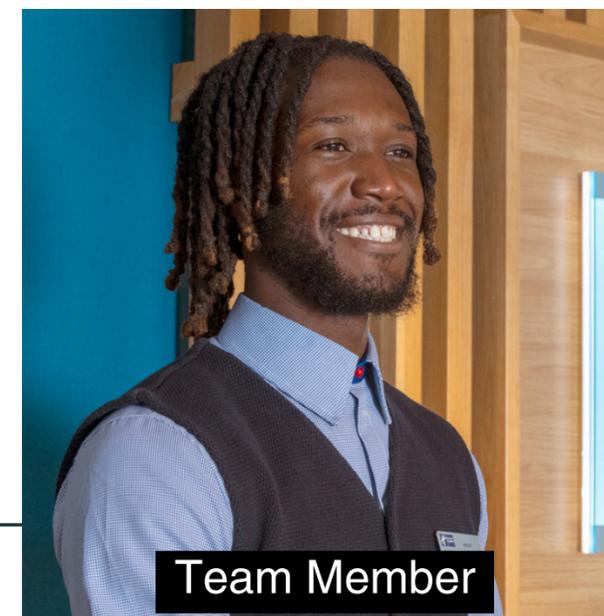
Housekeeping Assistant



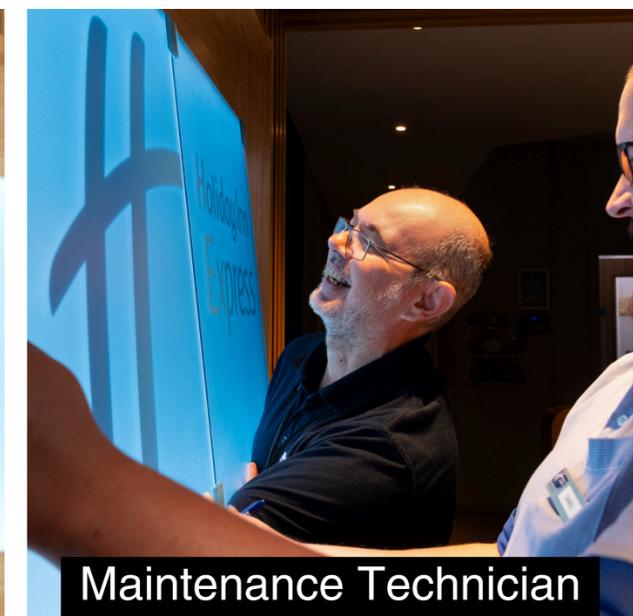
Breakfast Team Member



Team Leader



Team Member

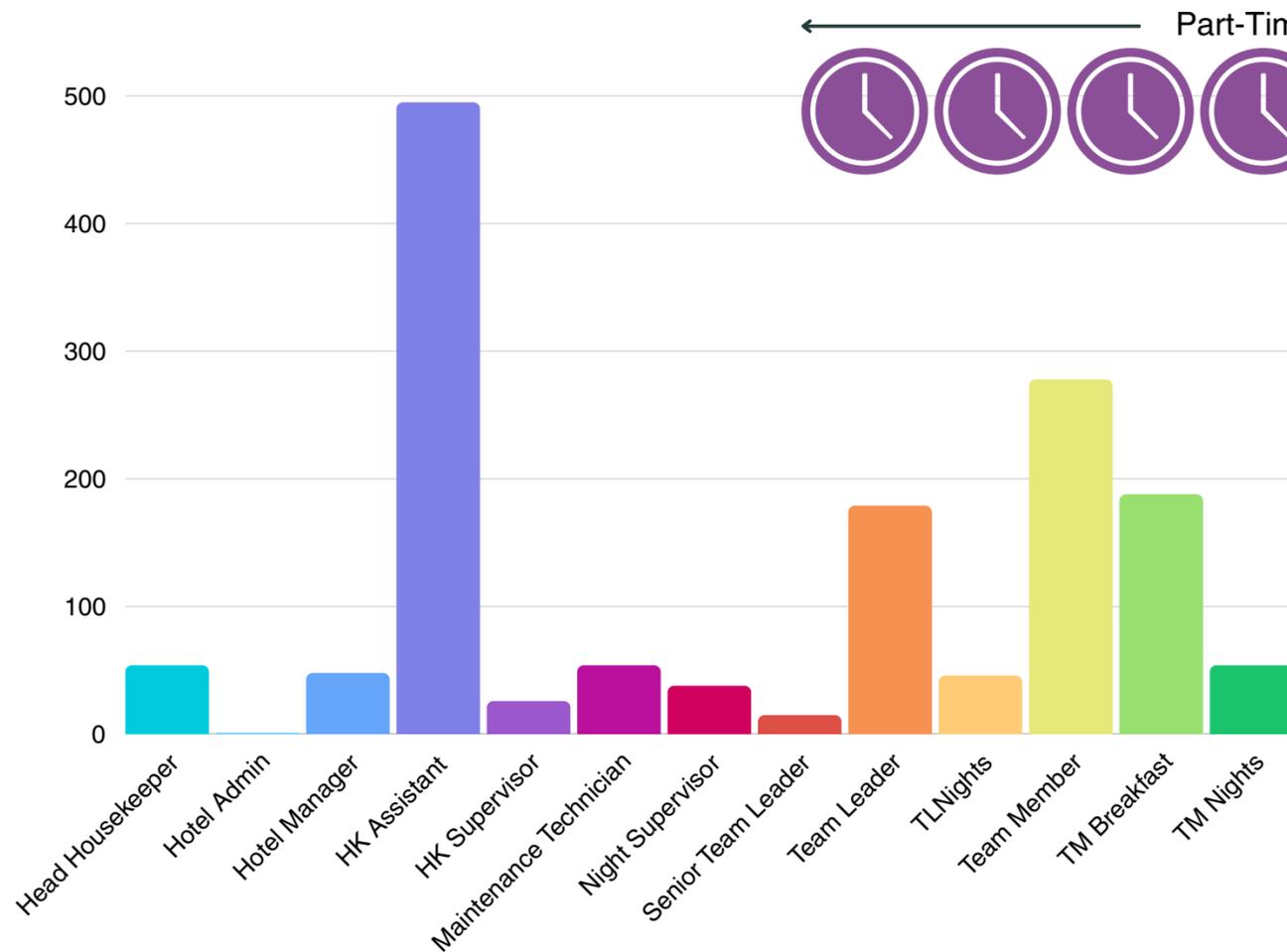


Maintenance Technician

Demographics



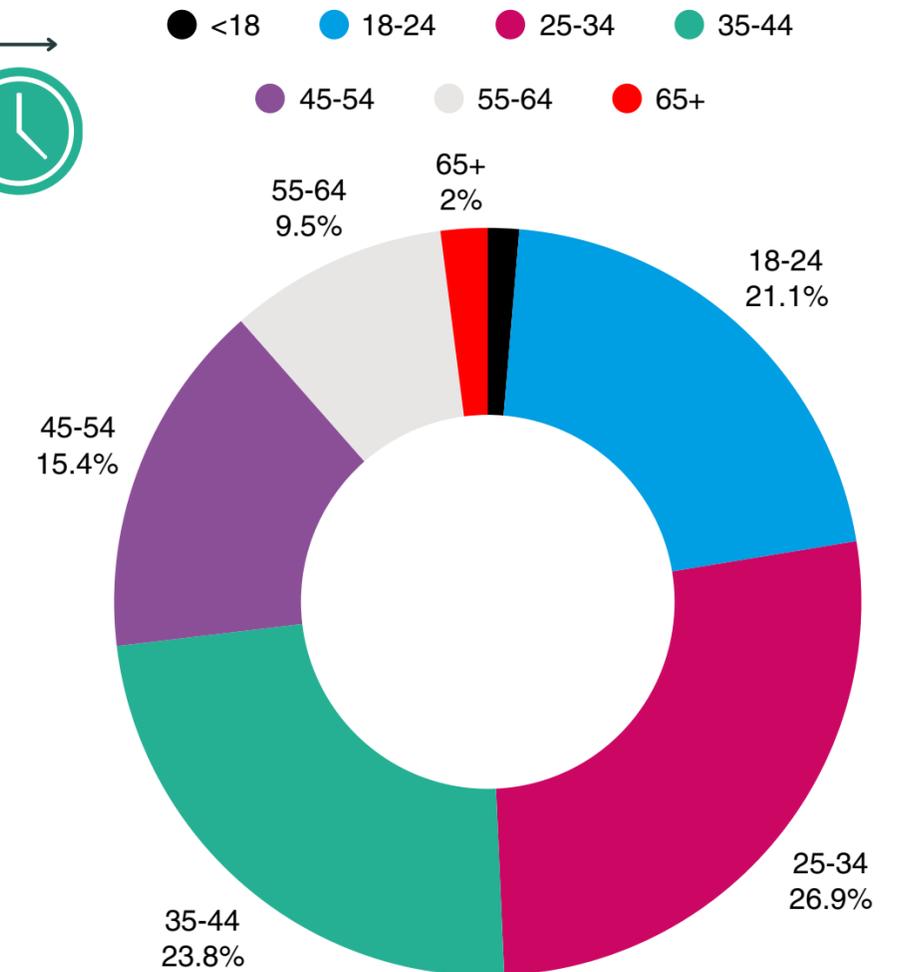
Variety of Roles



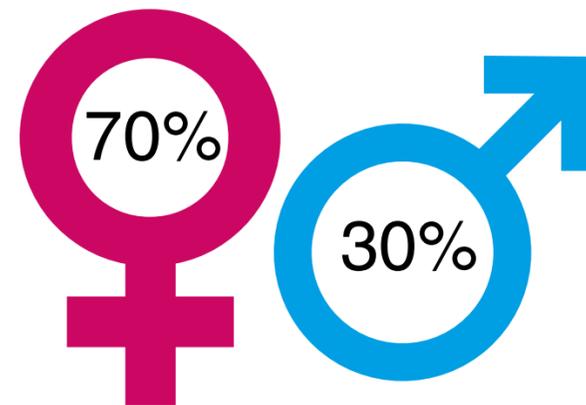
Work Pattern



Age Range



Gender Diversity





Our Gender Pay Gap

Our Gender Pay Gap at Atlas Hotels is lower than the average UK Gender Pay gap in previous years.

At Atlas Hotels, we have a transparent pay structure and advertise all our operational roles with the relevant hourly rate. Our employees understand the pay rates for each of the different roles, and there would never be a situation where two people would be in the same role (regardless of their gender) and get paid differently.

However, 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.





Our Gender Pay Gap

At Atlas Hotels, when comparing average (mean) hourly pay on the snapshot date women's mean hourly pay was 4.6% lower than men's. This has increased slightly compared to our Gender Pay Gap in 2023, which was 3.2%, but remains significantly lower than the average (mean) Gender Pay Gap across the UK as reported in 2023 (13.1%).

When comparing average median hourly pay on the snapshot date, women's median hourly pay was 8.7% lower than men's. This is slightly lower than it was in 2023, where the median hourly pay gap was 9.1%.



Mean Pay Difference **4.6%**

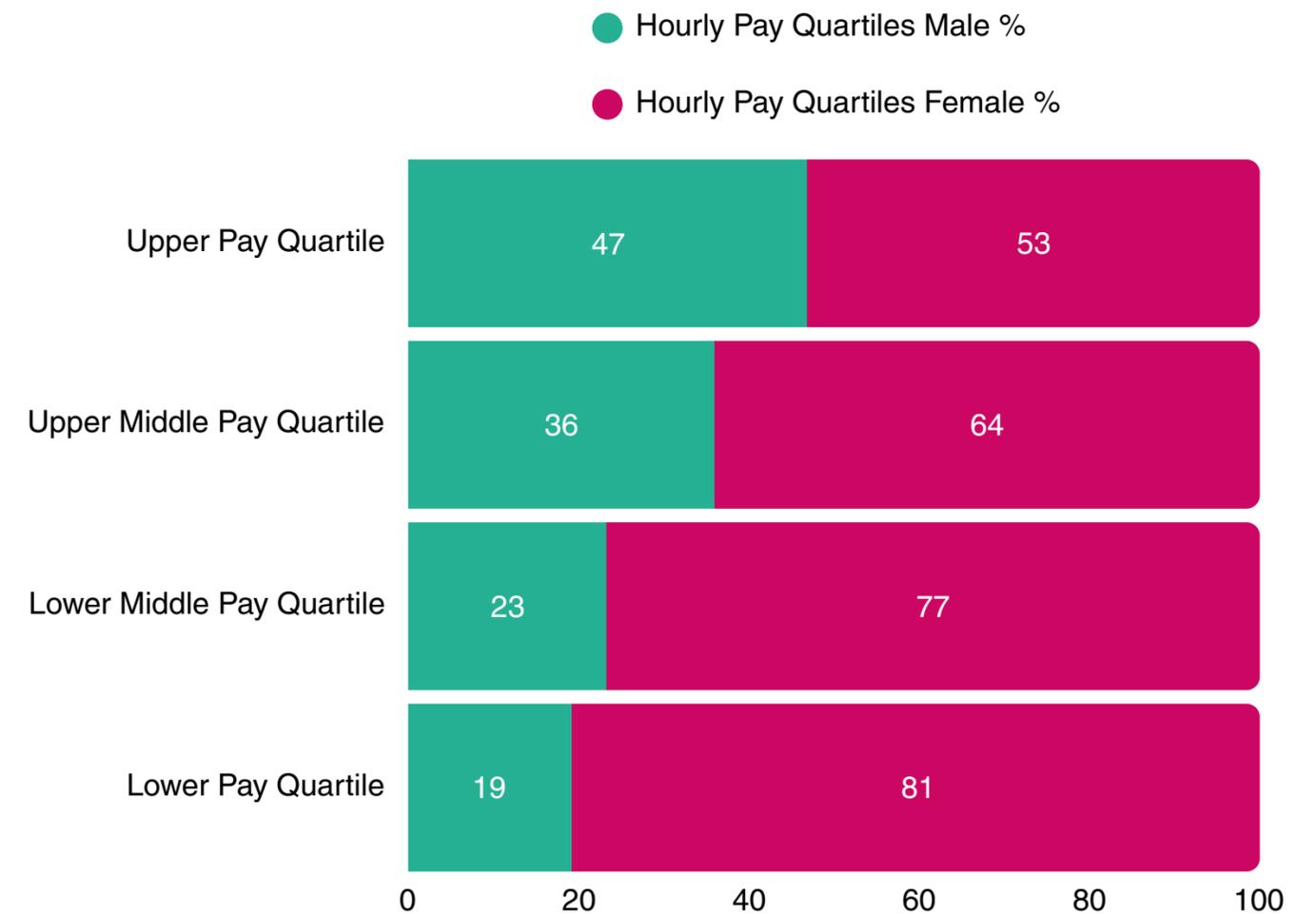
Median Pay Difference **8.7%**



Quartile Proportions

The Gender Pay Gap regulations also require us to review the distribution of gender across the different pay quartiles in the organisation.

At the snapshot date, women occupied 53% of the highest paid roles and 81% of the lowest paid roles. Given that the data was made up of 70% female and 30% male, this means women are under represented in the upper pay quartile and over represented in the lower pay quartile.





Bonus Payments

The Gender Pay Gap regulations also require us to report on differences between bonus payments received by men and women at Atlas Hotels.

The only people in the snapshot data that would have been eligible for a bonus payment were Hotel Managers. This is a small number of people as a percentage of the entire data set, specifically 3.2%. When considering the percentage of women who received a bonus payment and the percentage of men who received a bonus payment, this was 2.9% and 3.2% respectively, as result of the much larger numbers of women in the data set.





Bonus Payments

The Gender Pay Gap in our bonus payments is favourable to women, with the mean (average) Gender Pay gap for bonus pay being 0.87%. When this is calculated on a median basis, the Median Gender Pay Gap for bonus payments on the snapshot date is 3.7%.

This means in both cases, on average, women received higher bonus payments than men at Atlas Hotels. Our bonus scheme at Atlas Hotels is based entirely on company and individual performance related to KPIs. As such, any differences in bonus payouts will be a direct result of individual performance in line with these KPIs.



Mean Bonus Pay Difference

0.87%

Median Bonus Pay Difference

3.7%



Analysis

Understanding the breakdown of our teams and the demographics of those working in our roles is key to understanding our Gender Pay Gap, both in terms of the average (mean and median) Gender Pay Gaps but also the distribution of men and women across the different pay quartiles.

The lowest paid positions within the Atlas Hotels structure at the snapshot date were our Team Member role and Housekeeping Assistant roles, both of which are occupied by more women than men (70% and 89% female respectively). The large majority of women occupying these roles is reflected in the gender distribution of our lower pay quartile, and contributes to our overall Gender Pay Gap.



Our most senior positions included in the snapshot data are our Hotel Managers, responsible for the day to day running of their hotel. We have good gender balance at this level, with 58% of our Hotel Managers on the snapshot date were female. This is reflected in the distribution of males and females in the Upper Pay Quartile, which is almost balanced from a gender perspective.

An area where we struggle to obtain gender balance is in our Maintenance Technician population, a role which is responsible for the upkeep and maintenance of our hotels. There are 54 Maintenance Technicians included in our snapshot data, and only one of them is female. As this role is one of the higher paid of hotel employees, this contributes to our overall Gender Pay Gap figures.

Finally, the large majority of male employees in our nights team population also impact our Gender Pay Gap. Our hotels operate 24/7, but we employ specific days and nights teams, again, to support work life balance of our employees. The snapshot data included 138 employees who are contracted to work nights, which means they are on an elevated pay rate- only 28% of these nights employees are female, again, contributing to our overall Gender Pay Gap.

In regards to bonus payments, as mentioned above, we have a Gender Pay Gap which is favourable to women, representing the broadly better performance of women in line with our KPIs for the snapshot date.



Closing the Gap



We are proud of the low Gender Pay Gap we have across Atlas, despite the changes in the demographics and workforce numbers over the last year. We continue to strive to close the gap even further and have a number of initiatives in place to support this.



Continued focus on promotion from within

Our strategic objective remains to fill 80% of our promotional opportunities internally. In order to meet this target, we continue to drive learning and development of our employees through various programmes and initiatives.

As an organisation employing majority women, this focus on internal career progression will ultimately lead to us reducing our Gender Pay Gap, as more women are promoted into higher paid positions.



Career development of Housekeeping Assistants

We have excellent career pathing in place for our hotel team roles, but this is less established across our Housekeeping teams. We want to develop clear career pathing for these roles, to enable upward career progression into Head Housekeeper, Assistant Hotel Manager and Hotel Manager roles.

In 2024, we saw our first Hotel Manager appointment from a Head Housekeeper position - promotions such as this support the ongoing reduction of our Gender Pay Gap going forward.



Increased gender diversity in Maintenance Technician roles

We only have one female employed in a Maintenance Technician role within the snapshot data, and continually consider ways we can increase gender diversity in this role.

In 2024, we launched a Maintenance Apprenticeship programme, with the intention of creating a pipeline of talent into this critical role, 25% of whom are women. Initiatives like this will support us in reducing our Gender Pay Gap where this has been impacted by the number of men in these highly paid, technical roles.