

GENDER PAY GAP REPORT 2025

Our Findings and Figures

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly pay of men and women across an organisation, expressed as a percentage of average male earnings. It compares the pay of all men and all women and not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience.

The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap captures whether females and males are represented equally across the different levels of an organisation.

Why are we reporting?

The Gender Pay Gap Information Act 2021 requires all organisations with over 50 employees to report on their hourly gender pay gap across a range of metrics.

What is our snapshot date?

The snapshot date chosen was 29th June 2025 which means we reviewed the pay data from the previous 12 months, 1st July 2024 - 29th June 2025. Data was sourced from our payroll system and calculations were based on regulatory guidelines found [here](#).

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Our Findings and Figures

0%

Median Bonus Pay Gap

78.95%

% of males receiving bonus pay

75.81%

% of females receiving bonus pay

2.63%

% of males receiving BIK

0%

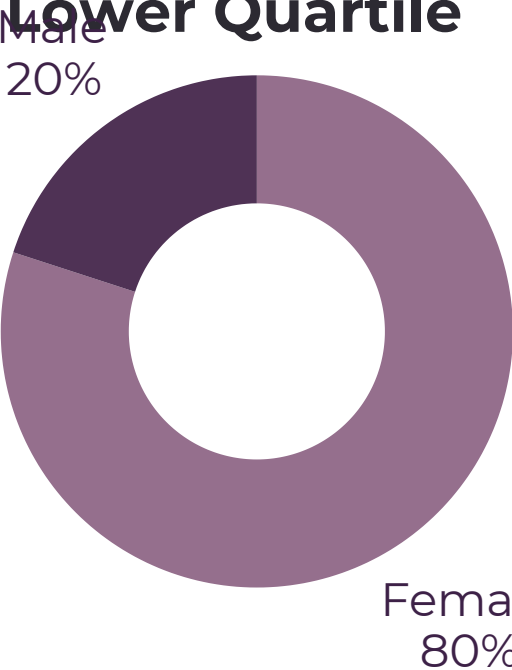
% of females receiving BIK

****We have no temporary employees**

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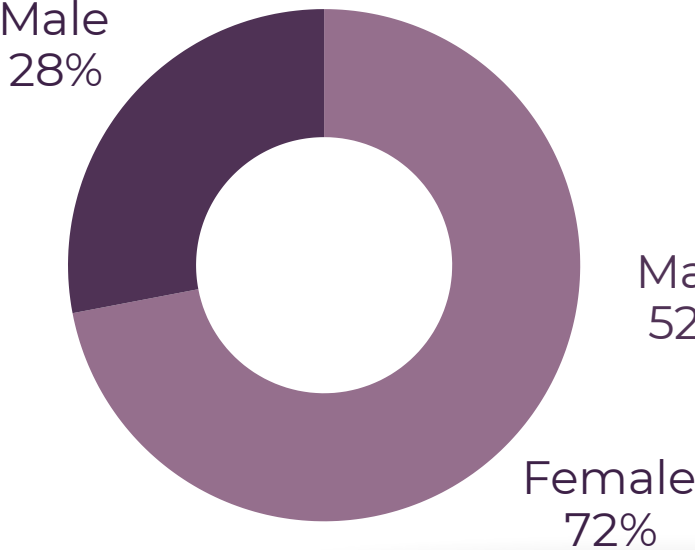
Lower Quartile



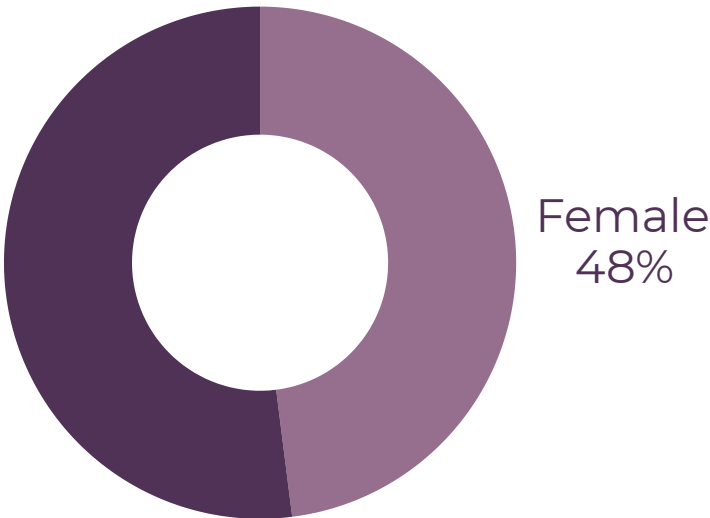
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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10.5%

Mean Gender Pay Gap

0.91%

Median Hourly Pay Gap

0.09%

Mean Hourly Pay Gap
(part-time employees)

1.83%

Median Hourly Pay Gap
(part-time employees)

25.01%

Mean Bonus Pay Gap

TALBOT HOTEL

M I D L E T O N

GENDER PAY GAP REPORT 2025

Findings & Action Plan

Gender Pay Gap

Our Mean Gender Pay Gap is 10.5%. According to research carried out by Deloitte in 2024, the mean national gender pay gap was 11.1%. Our Mean Gender Pay Gap is largely attributable to our organisation shape. 62% of our workforce are females and there is over representation of females in lower and upper middle positions. There are more male operational managers with more females in administrative positions. The median hourly pay gap (0.91%) shows that male and female employees performing similar work typically earn comparable rates.

Mean Bonus Pay Gap

Our mean bonus pay gap is 25.01%. The mean gap is impacted by a small number of higher-value bonuses, which slightly increases the average for male employees due to job title and position. There are more male managers in operational management positions that have KPI's attached.

The median bonus gap of 0% shows that typical bonus values awarded to men and women are the same.

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Findings & Action Plan

Action Plan

- We are committed to gender equality in terms of recruitment, development and progression.
- We will provide training to the key recruitment personnel on 'Diversity, Inclusion and Unconscious Bias'.
- To widely communicate our Equal Opportunities Policy, equal access for all employees.
- To continue to promote internal training and internal development pathways that encourage female progression into supervisory and management roles.

