

Gender Pay Statement 2023

What is the gender pay gap?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all businesses with over 250 employees are required to publish their gender pay gap calculations.

The gender pay gap measures the difference in the average hourly rate of pay and bonuses paid between all the men and women in a Company. This is expressed as both a mean (i.e. average) and median (i.e. the middle rate when listed in numerical order).

The gender pay gap is very different to equal pay. Equal pay refers to men and women receiving equal pay for equal work, which is a legal requirement in the UK. All men and women across Alfa Leisureplex Group are paid equally for equivalent roles in our business.

Gender pay reporting period

This report covers the gender pay gap report to the snapshot date of 5th April 2022.

Alfa Leisureplex Group and gender pay 2023

At Alfa Leisureplex Group our mission is to exceed our customers' expectations in providing a memorable, high quality holiday experience for our guests, characterised by professional standards of service and a warm and friendly welcome. To deliver our mission we look for employees who naturally share our core values, which not only ensures we continue to build on the high levels of customer service provided to our guests, but also make the Company a great place to work for all of our team.

Alfa Leisureplex Group is an employee owned Group, comprising the businesses of Leisureplex Hotels Limited, Alfa Travel Limited and Alfa Coaches Limited. As an employee owned group, our employees are not only our workforce but our majority shareholders as well. We are committed to ensuring that our Group encourages employee innovation and involvement and provides an inclusive culture for our diverse workforce, regardless of gender, nationality, age or background.

As a business operating in the hospitality industry, our ability to operate was significantly affected by the Coronavirus pandemic throughout 2020, 2021 and into 2022 with the vast majority of our employees on furlough during the period. This has resulted in only 68 employees for the Group and 40 employees for Leisureplex being classified as 'full pay relevant pay employees' during the period under the gender gap reporting regulations. As such, the results for this year are again significantly

*ONS gender pay statistics taken from the Annual survey of hours and earnings (ASHE) gender pay gap tables published on ons.gov.uk.

affected by this and as a result we have also included our results from 2020 in this statement; our last reporting period that was representative for our workforce as a whole.

In 2022, our Group median and mean gender pay were 33.37% and 21.27% respectively. This has reduced from our 2021 findings, however they are still significantly higher than our 2020 findings as a result of requirements of the business throughout the period of National Lockdown, which affected the roles that were required to work. The only employees classed as full pay relevant employees were either in the management team; that has a higher proportion of men, Maintenance Operatives within our Hotels who are all male or the reservations team that has a higher proportion of women.

During the period we were able to operate, some operational bonuses were paid and due to a great bounce back in the latter half of the year, we had a positive financial performance, therefore there was also a partnership dividend with the mean gap at 54.02% and a negative median gap at -4.93% and median gaps both negative for the Group at -50.5% and -33.3% respectively.

Gender pay calculations at 5 April 2022

Leisureplex Hotels Limited is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2020.

This involves carrying out six calculations that show the difference between the average earnings of males and females in our Company.

Leisureplex Hotels Limited is part of the Alfa Leisureplex Group and as the trading and operations of the individual Limited Companies are heavily integrated we have chosen to voluntarily report our gender pay data for the Group as a whole.

	Leisureplex Hotels Limited (statutory disclosure)		Alfa Leisureplex Group consolidated (voluntary disclosure)	
Gender pay gap: mean	16.21%		21.27%	
Gender pay gap: median	32.02%		33.37%	
Bonus: mean	70.89%		54.02%	
Bonus: median	70.78%		-4.93%	
Proportion of men who received a bonus	13.39%		25.14%	
Proportion of women who received a bonus	18.87%		21.80%	
Proportion of employees in the:	Men %	Women %	Men %	Women %
Lower quartile pay band	90.0	10.0	59.0	41.0
Lower middle quartile pay band	80.0	20.0	35.0	65.0
Upper middle quartile pay band	80.0	20.0	70.5	29.5
Upper quartile pay band	70.0	30.0	82.0	18.0

Alfa Leisureplex Group and gender pay 2022

In 2022, the results were a true reflection of our organisation due to the low numbers of 'full pay relevant pay employees' due to the pandemic. We were pleased to report that both our Group median and mean gender pay gap in 2020 was 7.1% and 11.9% respectively, which were significantly below the provisional 2020 UK median and mean reported by the Office of National statistics of 15.5% and 14.6% respectively*. Furthermore at a Group level our median gender bonus gap is nil and our mean gap is 2.1% (i.e. women average more than men).

Our analysis shows that our current gap in pay is mainly driven by two things;

A lower proportion of women than men in senior roles

We have always believed and continue to believe in recruiting the best person for every role regardless of gender. Whilst at the top level our Group Executive Board a 66.66/33.33 split between male and female, the rest of our management team has a higher proportion of males. In particular there are a higher proportion of men in our hotel management, traffic operations, Kitchen, Maintenance, Drivers and Non Executive Director roles. The gender imbalances we face are in line with issues common to our industry and the UK in general, with regards to certain professions such as Kitchen and Driver roles being dominated by men.

Career and lifestyle choices

Our male employee owners are more likely to choose roles which pay premiums, reflecting work away from home, or unsociable hours when a shift premium is paid.

As a Group we offer a range of family friendly policies and there is a greater uptake of these arrangements by our female employee owners, which due to the treatment of such arrangements in the relevant calculations contributes to a wider gender pay gap and bonus gap.

What we are doing to address our gender pay gap

We operate family friendly policies and flexible working, supporting our employee owners in returning to work and continuing in their careers following periods of parental leave.

We ensure all of our training programs are inclusive and encourage balanced intake of applications from both female and male applicants alike.

We regularly review the roles within our organisations to ensure we offer a diverse and flexible range of working arrangements.

We have elected employee representatives at all of our locations, who represent our employee base and have a channel of communication with our Trustee Board of Directors and Executive Board of Directors, ensuring an inclusive and consultative culture throughout our Group.

We have introduced Equality and Diversity training for all of our management team across the Group.

We have pay bands for the majority of our roles which are applied fairly across the board regardless of gender.

We expect that our gender pay will close once we are able to report a period that is not affected by the Coronavirus pandemic.

Gender pay calculations at 5 April 2020

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This involves carrying out six calculations that show the difference between the average earnings of males and females in our Company.

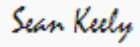
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	Leisureplex Hotels Limited (statutory disclosure)		Alfa Leisureplex Group consolidated (voluntary disclosure)	
Gender pay gap: mean	7.4%		11.7%	
Gender pay gap: median	2.3%		7.4%	
Bonus: mean	23.1%		2.1%	
Bonus: median	Nil		Nil	
Proportion of men who received a bonus	61.4%		65.7%	
Proportion of women who received a bonus	65.3%		68.5%	
Proportion of employees in the:	Men %	Women %	Men %	Women %
Lower quartile pay band	43.2	56.8	45.8	54.2
Lower middle quartile pay band	45.0	55.0	42.3	57.7
Upper middle quartile pay band	53.4	46.6	53.6	46.4
Upper quartile pay band	54.2	45.8	61.4	38.6

Accuracy of gender pay calculations

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sean Keely

A handwritten signature in blue ink that reads "Sean Keely". The signature is written in a cursive style and is placed on a light grey rectangular background.

Director of People Services

02 April 2023