



THE
JOHNSTOWN
ESTATE 
HOTEL & SPA

Gender Pay Gap Report

2024



Foreword



In our third year, we continue our commitment to tracking and disclosing our gender pay gap data, adhering to the latest reporting regulations that we strongly support.

Our team remains the cornerstone of our business, and we are steadfast in cultivating a culture of growth, inclusivity, and equity. As we progress, we aim to go beyond delivering exceptional customer service by fostering continuous learning and building a workplace that values and celebrates diversity at all levels.

What is Gender Pay Gap?

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



Our Company Statistics

Snap Shot Date

27th December



NUMBER Employees Total
308



NUMBER Male
127



NUMBER Female
181

Our Results

Mean Gender Pay Gap for
the Entire Company

-15.42%

Median Gender Pay Gap
for the Entire Company

11.27%

How was this calculated?

This figure is the difference between the mean and median hourly remuneration of male and female employees, expressed as a percentage of the hourly remuneration of males.

What else needs to be disclosed for the reporting?

Mean Gender Pay Gap Temporary Employees	0.25%
Median Gender Pay Gap Temporary Employees	0.91%
Mean Gender Pay Gap Part-Time Employees	-32.44%
Median Gender Pay Gap Part-Time Employees	-0.33%
Mean Bonus Gender Pay Gap	2.13%
Percentage of Females receiving a bonus	1.26%
Percentage of Males receiving a bonus	3%
Percentage of Females receiving benefit in kind	0%
Percentage of Males receiving benefit in kind	0%

Percentage of Male and Female Employees in each pay quartile

	Female:	Male:
Lower Quartile:	57.80%	42.20%
Lower Middle Quartile:	64.42%	35.58%
Upper Middle Quartile:	48%	52%
Upper Quartile:	33.33%	66.67%

Our Summary

A negative gender pay gap indicates that, on average, females earn more than males across the organization. This reflects strong representation of females in middle quartiles where the majority of roles exist. However Median Figure of 11.27% shows that we still have areas for improvement in addressing gender pay disparities across certain roles or levels. We see this mainly in our upper quartile within our Leadership Roles.

Within the Hospitality Sector, operational roles, such as kitchen leadership, continue to present challenges in attracting female candidates. In contrast, part-time roles tend to see stronger female representation as we have seen reflected in the significant negative gender pay gap for our Part- Time Employees. While the data reflects significant progress in areas such as pay equity for part-time roles and fixed-term contracts, we remain committed to addressing disparities in senior and operational leadership roles.

Our Action Plan

- We are committed to fostering gender equity in leadership and aim to increase female leadership through targeted leadership development programs, targeted recruitment and mentorship opportunities.
- We are continuing to work on attracting talent and will work along side industry partners to implement initiatives aim at attracting more females into traditionally male dominated operational roles, such as kitchen leadership.
- We will continue to monitor pay analyzing gap metrics for all employees in all categories to ensure fairness and transparency.
- We are continuing to support career progressing with expanding our career development opportunities