



GENDER PAY REPORTING
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1. PREFACE

RAD Limited is the registered at Companies House 25th April 1995 and trades as the RAD Hotel Group and is based in Cumnock East Ayrshire.

The Company currently employs 477 employees [payroll information February 2018] mainly from the local area. The workforce is made up of salaried, permanent weekly paid and zero - hour contracts.

At the time of calculating the statistics for this document the company employed 440 staff.

Like many hospitality companies we have a diverse workforce with a large percentage working on National Minimum Wage in the main drawn from the West of Scotland, in Ayrshire, Lanarkshire and Dumfries and Galloway

RAD Limited may hereafter be referred to as the Company, RAD Hotels or the RAD Hotel Group.

2. FOREWORD

RAD Limited was established by Robert and Vivien Kyle in 1995. They are well known prominent figures within the local community and a key employer within South West Scotland.

Initially they were hairdressers moving into hospitality with public houses and then hotels. They purchased Lochside Hotel in 1999.

The Company has 6 hotels across in the South and West of Scotland: The Company's flagship property Lochside Hotel located between Cumnock and New Cumnock, The Radstone Hotel: Larkhall The Carlton Hotel; Prestwick, The Royal Hotel: Cumnock, The Dalmeny Park Country House Hotel: Glasgow and the Hetland Hall Hotel: Dumfries.

The company has grown year on year and by 10% from 2015 to the financial year end 2016 and is one of the largest employers in the region.

Lochside is an award - winning wedding venue.

During the period under review [April 2016 to March 2017] the company owned 5 hotels, the 6th being acquired after the 31st March 2017. The company used the HMRC formulae for the purposes of calculating the statistics produced.

3. EXECUTIVE SUMMARY

This Narrative has been compiled to support the statistics produced by RAD Limited in full compliance with the Government Regulations regarding statutory Gender Pay Gap Reporting.

The 'Narrative' will set out *amongst other*:

- 3.1. RADs values and the importance the company places on its presence in the local community.
- 3.2. The symbiotic nature of RAD Hotels Gender Pay statistics and the demographics for the region.
- 3.3. Show a zero percent pay gap and a Median pay rate £7.20 per hour
- 3.4. There were no bonus payments for either gender during the fiscal year 1st April 2016 to 31st March 2017.
- 3.5. How this report was compiled.

4. SCOPE AND GENERAL PURPOSE

To comply with the government ruling on Gender Pay Reporting and in so doing this narrative and the results which can be found a point 7 is the result of a combined team effort.

A project team consisting of RAD Hotels: Finance Director, Head of IT, HR and Payroll Officer and the Head of HR worked together using the skill of each department together with Sage payroll.

5. RAD VALUES AND COMPANY CULTURE

Our values underpin every aspect of our business and as such:

- 5.1. We reward customers and our staff for their loyalty to us and our business
- 5.2. We are a 'People First' company because we believe all our customers and staff should be valued. Simply put; people come before profit.
- 5.3. We do all we can to exceed customer expectation and as such we have strong ambitions to be an 'Employer of Choice'.
- 5.4. We listen to all our customers needs because we are consummate professionals and want to get things right and this includes our commitment to Gender Pay Reporting.

- 5.5. We hold ourselves accountable for everything so that we consistently deliver to every stakeholder.
- 5.6. Do all that we can to give back and as such supporting our customers and our employees is our *'raison d'être'*, and our social and moral responsibility to the local economy.

6. GENDER PAY REPORTING STATISTICS

Mean Hourly Pay Differences

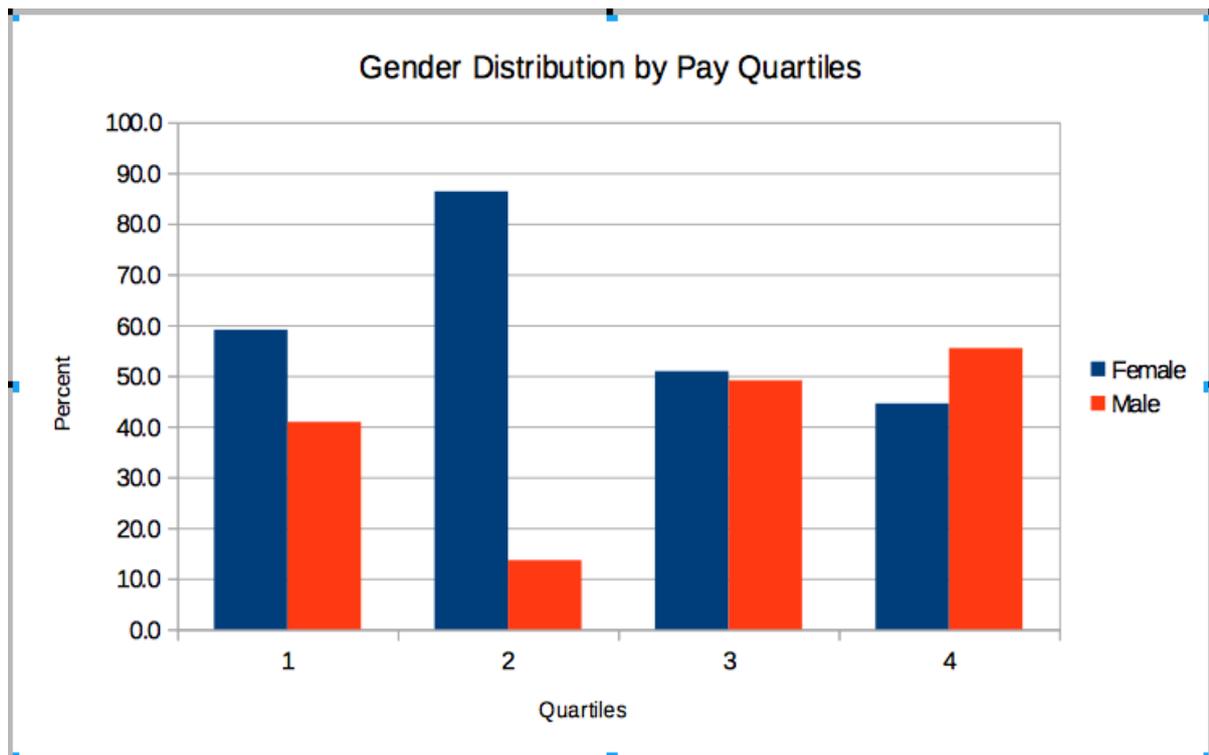
| Full Pay Employees | |
|--------------------|--------|
| All | £7.77 |
| Female | £7.86 |
| Male | £7.64 |
| Pay Gap | -2.89% |

Median Hourly Pay Differences

| Full Pay Employees | |
|--------------------|-------|
| All | 7.2 |
| Female | 7.2 |
| Male | 7.2 |
| Pay Gap | 0.00% |

6.1. RAD HOTELS REPORTS ZERO GENDER PAY GAP

- 6.1.1. There is a Mean Hourly Pay differential in favour of females
- 6.1.2. The company does not pay bonuses.
- 6.1.3. During the period April 2016 to March 2017 the company employed 265 Females and 175 Male employees.
- 6.1.4. The Mean Gender Pay Gap is 2.89% to Males and not Females.
- 6.1.5. The company has a 0.00 Median Gender Pay Gap.
- 6.1.6. Some of our employees have second and third jobs in addition to their RAD employment.



7. RAD HOTELS AND THE LOCAL DEMOGRAPHIC CONSIDERATIONS

The following information and statistics comes from the censuses completed in East Ayrshire in 2015 and 2016.

The total population for East Ayrshire was 122,060 a decrease of 0.1 % from 122,130 in 2015 and 122,200 in 2016. The population of East Ayrshire accounts for 2.3 % of the total population of Scotland.

During this period 16.6 % of the population were aged 16 to 29 years and in 2016 accounted for 77,000 by comparison to 18.2 per cent for Scotland as a whole. Persons aged 60 and over make up 25.5 % of East Ayrshire which is greater than the Scottish overall percentage for over sixties at 24.2 %. The age group 45 to 59 accounts for 13,404 Males and 14,337 Females respectively.

In 2016 and in North and South Ayrshire there were 91 Males to every 100 Females and in North Lanarkshire and Dumfries and Galloway 94 and South Lanarkshire 93 to every 100 Females.

RAD employs many staff over the age of 40 and as such the figures noted in this Report clearly acquiesce the demographics of this Scottish region.

Of the 2015 figures for East Ayrshire 59,186 were Males and 62,874 were Females, by comparison to the total Scottish Male and Female population noted as 2,610,469 and 2,762,531.

In 2016 there were 59,300 Males and 62,900 in East Ayrshire against a total Scottish population of 5.4 Million people. There were 46,700 employees and 3100 unemployed across the region. Of those there was a near equilateral split noted as 23,300 employed Males and 23,400 employed Females.

The company employed 265 Females and 175 Males during the reporting pay period.

RAD falls within the category [for employment] Accommodation and Food Services. Across the East Ayrshire region this accounts for 3000 [2016] of a total possible 26,000 full time and 15,000; part - time jobs which represents 7.3% of employment for the area, 7.4% for Scotland and 7.5% in Great Britain.