

# GENDER PAY GAP REPORT 2024

The Camping and Caravanning Club is a membership organisation committed to developing and maintaining an environment where diversity and equality are valued and promoted in order to benefit from a wide range of skills and experience. We also promote equality of opportunity, eliminating discrimination and encouraging diversity amongst our workforce, which includes paying employees for the role they perform, regardless of their gender.

Legislation requires employers with 250 employees or more to calculate and publish their gender pay gap information based on snapshot data as of 5th April 2024.

The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. We are obligated to calculate and present our gender pay gap in two ways: The mean pay gap is the difference between average hourly earnings of all men and all women employed by The Camping and Caravanning Club and the median pay gap is the difference between the midpoints in the ranges of hourly paid earnings of all men and women.

Our Gender Pay Gap on 5<sup>th</sup> April is as follows:-

2024		2023	
Mean	Median	Mean	Median
-1.6% (higher female) £14.35	-3.7% (higher female) £11.99	-2.9% (higher female)	-4.1% (higher female)

In 2024, we employed 630 staff, and the gender make-up of our workforce on 5<sup>th</sup> April 2024 was 329 female (52.2%) and 301 male (47.8%).

In 2023, we employed 646 staff, and the gender make-up of our workforce on 5<sup>th</sup> April 2023 was 354 (53.4%) women and 301 (46.6%) male.

The report can include certain allowances, and any bonuses paid over the previous 12 months. In 2023, bonuses were not included in the report as they were minimal that only affected 0.8% of women.

In 2024, 2.38% of females received a bonus and 2.22% of males. Bonuses mainly relate to the commission of holiday homes and an introductory trial of an incentive scheme for our new retail provision across our campsites.

Bonuses 2024	
Mean	Median
-91.6% (higher female) £272.31	-231.06% (higher female) £54.63

Staff who do not identify as male or female are omitted from the gender pay gap calculations, as advised by the Government Equalities Office and ACAS.

Pay Quartiles	2024		2023	
	Male	Female	Male	Female
Higher	43.9%	56.1%	39.1%	60.9%
Higher - Middle	40.8%	59.2%	38.5%	38.5%
Lower – Middle	38.2%	61.8%	54.9%	45.1%
Lower	67.9%	32.1%	53.4%	46.6%

The table above shows the gender distribution across four equally sized quartiles, which equates to 157 employees per quartile, with 159 in the lowest quartile. This shows a higher percentage of women in the higher and higher-middle pay quartiles while the number of men has increased in the lower quartile.

The Senior Leadership Team was 50% male and 50% female on 5<sup>th</sup> April 2024.

We are confident that our staff are paid equally for doing equivalent work as this is reviewed on a yearly basis, to ensure equal pay for work of equal value.

The Camping and Caravanning Club	Travel Sector	<a href="#">National Statistics</a>
-1.6%	19%	7.0%

Our gender pay gap is lower than the Office for National Statistic figure (across the UK) and significantly lower than the travel industry as reported by [WiHTL](#) featuring data from PwC Industry. The Travel sector remains high at 19%; however, it also had the largest decrease (3.4%) in pay gap in the market in 2024.

## What are we doing about our gender pay gap?

We explored the gender pay gap data at the peak point in our season and conducted a snapshot on 31<sup>st</sup> July 2024. We found the gender pay gap was further decreased at -0.5%. The total number of employees at the time were 645, 51.9% female (335) and 48.1% male (310).

31 <sup>st</sup> July 2024	
Mean	Median
-0.5% (higher female)	-2.1% (higher female)
£14.00	£11.75

We will continue to explore how we attract the most diverse talent into our organisation to create a more even gender balance with the aim of reducing the gap across our organisation and beyond.

We will also consult our staff on their opinions on how we could further support them to progress their careers and further understand any barriers they face in this regard.

As an equal opportunities employer, we believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.