

THE CAMPING AND CARAVANNING CLUB

GENDER PAY GAP REPORT 2020

The Camping and Caravanning Club is a membership organisation, typically employing up to 800 employees during our peak season. However, the numbers employed in 2020, especially at the reporting date, were significantly lower due to the impact of the COVID pandemic and the closures of our sites around the country. The Club is 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.

For 2020 our Gender Pay Gap at the snapshot date of 5th April is as follows:-

Difference between men and women		
For women	Mean	Median
Hourly fixed pay	4.5% lower	1.9% higher
Bonus paid*	75.7% lower	31.9% lower

*For information, the 'bonus' includes remuneration such as commission on holiday home sales, long service awards and employee recognition awards.

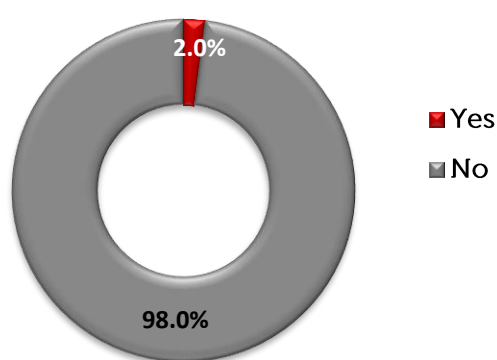
This is a **5.3 percentage points decrease** in the mean gender pay gap since we last reported in 2018, down from 9.8% at that point, which is an appreciably positive move. The median difference has reduced slightly by 0.7 percentage points, with women's median hourly rate being 1.9% higher than men.

The bonus mean difference is notably higher this year, driven by the small number of individuals who receive additional pay that fall into this category. This means that a small number of males receiving a higher figure can drive significant changes to the figures. Only 20 women and 10 men reported on (6% of employees) received remuneration which is classed as bonus. Of those, three men received substantially higher payments on sales commission or recognition awards which has impacted the mean figures. This has also had an impact on the median figure.

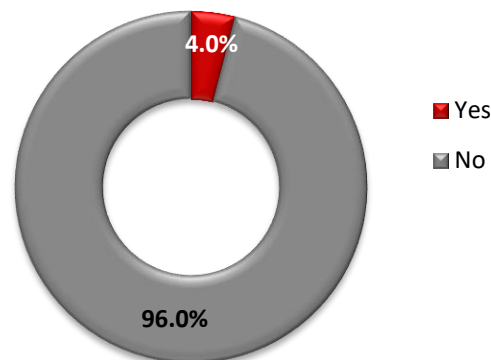
At the snapshot date, the Club had 498 employees; 58.4% of which were women, 41.6% were men.

The proportion of colleagues awarded a bonus in the 12 months prior to the snapshot date is as follows:-

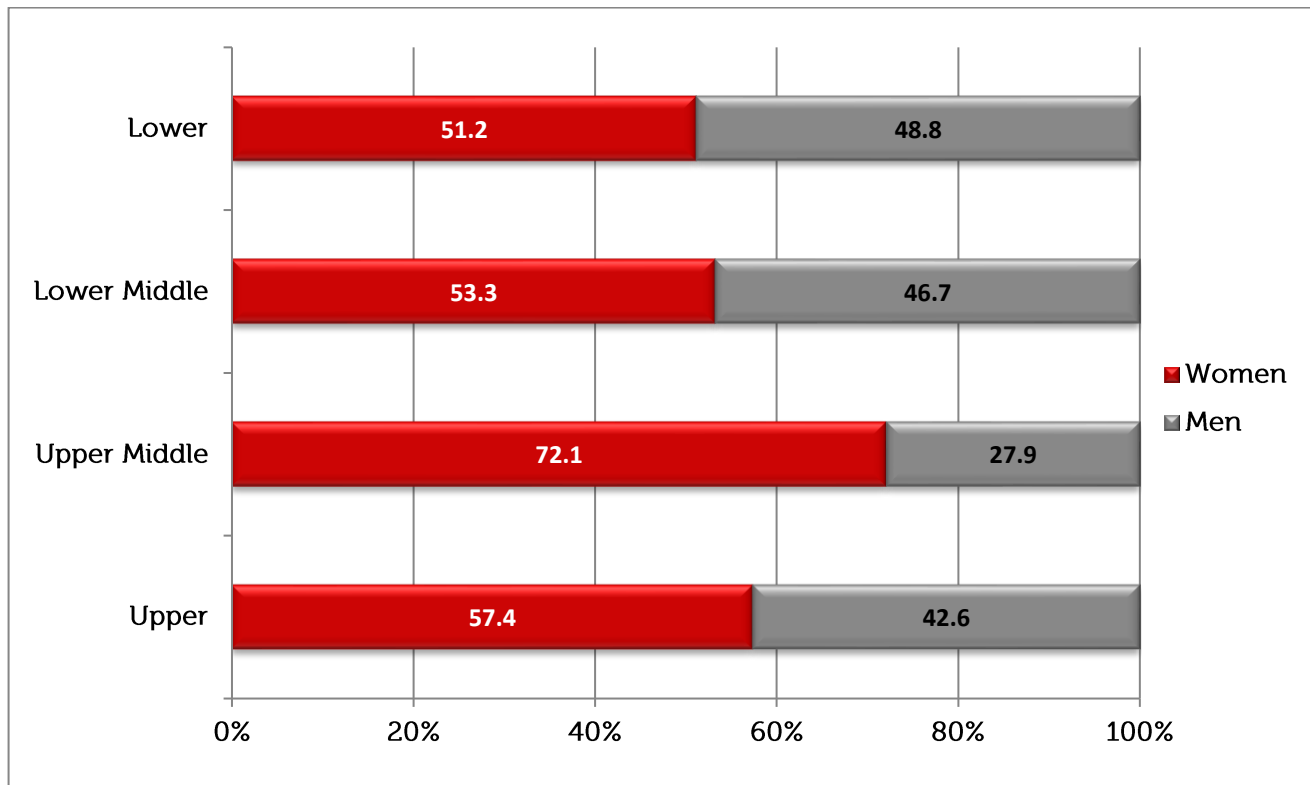
Proportion of Men awarded a bonus



Proportion of Women awarded a bonus



As part of the reporting we are asked to split our workforce down into quartiles, which in the Club's case at the snapshot date equates to 122 employees per quartile, with 123 in the lower quartile. The chart below shows the split between men and women in each of those quartiles. This gives a clear demonstration of the higher percentage of women in the upper and upper middle pay quartiles:-



Although not required to by law, we have also measured the mean and median pay gap in each of the quartiles, which is shown below:-

Difference between men and women		
Hourly fixed pay for women	Mean	Median
Upper quartile	11.6% lower	11.2% lower
Upper middle quartile	3.5% lower	6.3% lower
Lower middle quartile	0.4% higher	equal
Lower quartile	0.3% higher	equal

The split of the Senior Leadership team in terms of gender balance has seen improvements since reporting in 2018. In the 2020 snapshot period, the Senior Leadership team was split 50/50 which has seen the mean difference reduce by almost 15 percentage points in this quartile. Although the upper quartile picture is improving, the Club is aware there is still work to do to align with the lower quartiles.

I confirm the data reported is accurate.

Sabina Voysey – Director General