

THE CAMPING AND CARAVANNING CLUB

GENDER PAY GAP REPORT 2018

The Camping and Caravanning Club is a membership organisation, employing up to 850 employees during our peak season. 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 2018 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	9.8% lower	2.6% higher
Bonus paid*	25.5% lower	0.9% lower

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

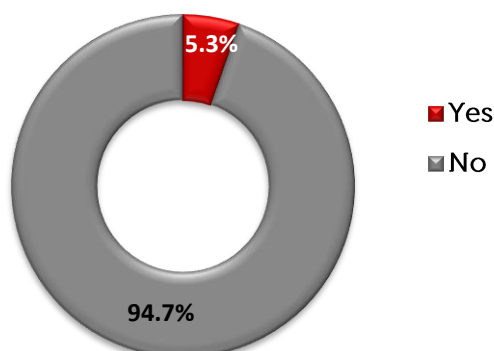
This is a **1.5% decrease** in the mean gender pay gap over the last 12 months, down from 11.3% last year. The median difference has remained broadly the same going up 0.1% from 2.5% higher last year.

The bonus mean difference is significantly higher this year, driven by the small number of individuals who receive additional pay that falls into this category. This means that one or two males receiving a higher figure can drive significant changes to the figures (this is up from only 5.8% lower last year). However, when you review the median figure, this gives a more representative picture and is only 0.9% lower, slightly up from the equal figure of last year.

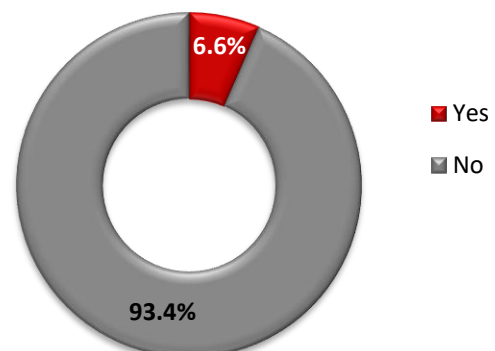
At the snapshot date, the Club had 713 employees; 55.3% of which were women, 44.7% were men, only 0.2% difference from last year.

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

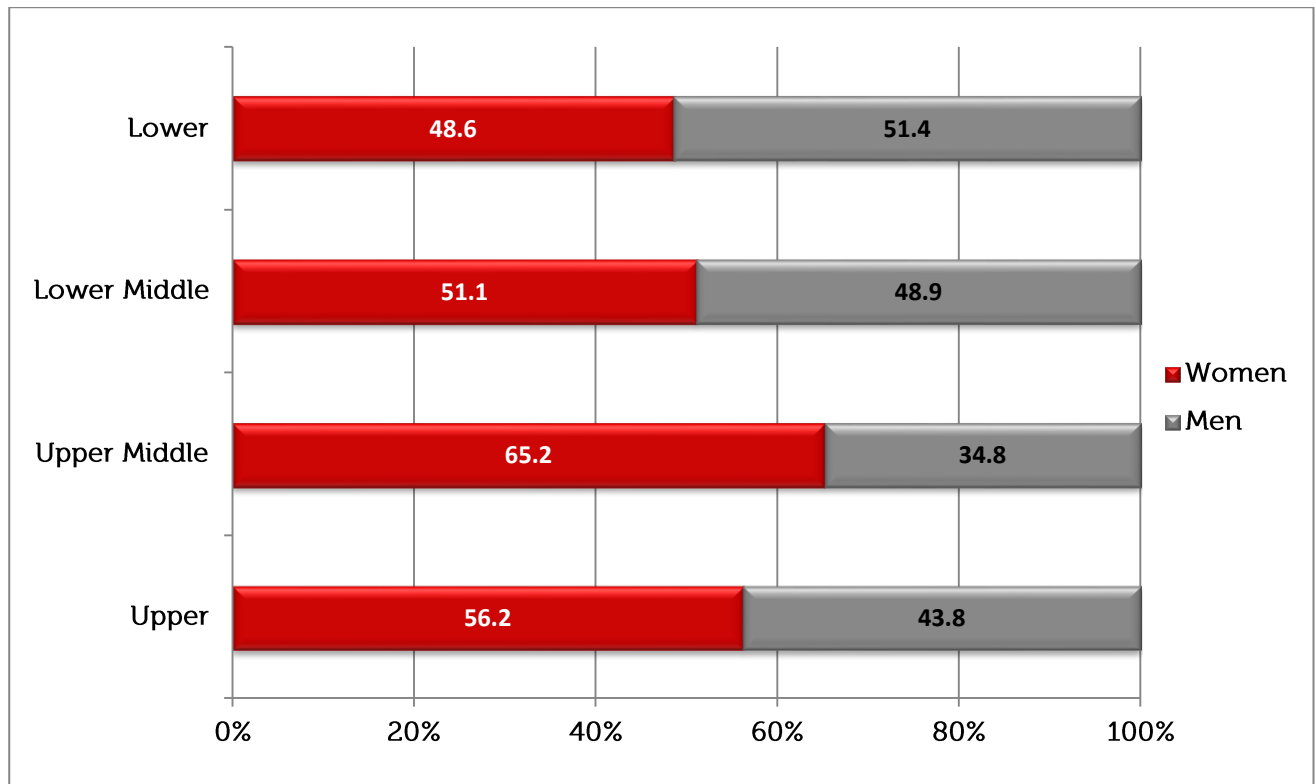
Proportion of Men awarded a bonus



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 178 employees per quartile, with 179 in the lower quartile. The charts below show the split between men and women in each of those 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	26.4% lower	15.5% lower
Upper middle quartile	0.7% higher	2.8% higher
Lower middle quartile	0.3% higher	0.4% higher
Lower quartile	equal	equal

The split of the Senior Leadership team, with 6 men and 1 woman has an impact on the difference in pay between men and women, particularly in the upper quartile. In this quartile, the gap is slightly wider than last year. However, we are confident this is not an equal pay issue, but driven by the gender split of the higher level management team; which is backed up by the pay differential in the other three quartiles.

I confirm the data reported is accurate.

Robert Loudon MBE – Director General