



Gold Medal Travel Group PLC UK Gender Pay Gap Report 2017

Summary

From 2017, we as an organisation are required to publish and report specific figures about our gender pay gap in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Accordingly, this report sets out the required information about our gender pay gap as it stood at 5 April 2017.

Within the UK, the following employing entity is covered within this report:

- Gold Medal Travel Group PLC ("Gold Medal")

Gold Medal is part of dnata Travel Holdings UK Ltd and provides comprehensive travel services for individuals, companies and the travel trade. We manage everything from business and incentive travel to worldwide tour operations.

As an inclusive employer, diversity is a fundamental principle which underpins our operations.

Gender pay gap information

The gender pay gap information that we are required to publish includes:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of males and females receiving a bonus payment
6. proportion of males and females in each pay quartile

*Calculation methods are in accordance with the governments requirements: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

Results

1. Mean Gender Pay Gap in Hourly Pay

	Mean male hourly rate	Mean female hourly rate	Difference	Mean Gender Pay Gap in Hourly Pay
Gold Medal	£14.96	£12.24	£2.73	18.22%

2. Median Gender Pay Gap in Hourly Pay

	Median male hourly rate	Median female hourly rate	Difference	Median Gender Pay Gap in Hourly Pay
Gold Medal	£11.81	£10.38	£1.43	12.07%

3. Mean bonus Gender Pay Gap

	Mean average male bonus	Mean average female bonus	Difference	Mean bonus Gender Pay Gap
Gold Medal	£727.17	£531.51	£195.66	26.91%



4. Median bonus Gender Pay Gap

	Median average male bonus	Median average female bonus	Difference	Median bonus Gender Pay Gap
Gold Medal	£466.94	£382.50	£84.44	18.08%

5. Proportion of Males and Females Receiving a Bonus Payment during the 12 months preceding 5th April 2017

	Male bonus paid	Female bonus paid
Gold Medal	45.63%	42.86%

6. Number of Male and Female employees in each quartile of the pay range as a percentage %

	Males	Female	Description
Band A			
Male/Female in quartile	50	75	Includes all employees whose standard hourly rate places them at or below the lower quartile
Male/Female in quartile as %	40%	60%	
Band B			
Male/Female in quartile	31	63	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Male/Female in quartile as %	32.98%	67.02%	
Band C			
Male/Female in quartile	36	46	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Male/Female in quartile as %	43.90%	56.10%	
Band D			
Male/Female in quartile	43	33	Includes all employees whose standard hourly rate places them above the upper quartile
Male/Female in quartile as %	56.58%	43.42%	



Findings

What are the underlying causes of the gender pay gap at Gold Medal:

Under UK law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, we:

- carry out pay and benefits audits as required; and
- evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather the gender pay gap is the result of the roles in which men and women work within the organisation.

Across our sector, men are more likely to be in IT-related and senior roles, which attract higher rates of pay. Women are also more likely to work flexibly and many of the jobs that are available across the UK recognise the attraction this has to candidates and in retaining existing staff.

This pattern from the UK economy is reflected in the make-up of our workforce, where most senior management roles are held by men. We have a good representation of women across the brands which can be seen above in the table depicting pay quartiles by gender. This shows that our workforce divided into four groups based on hourly pay rates, with:

- Band A including the lowest-paid percentage of employees (the lower quartile) and
- Band D covering the highest-paid percentage of employees (the upper quartile).

For there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

Comparisons

How does our gender pay gap compare with that of other organisations?

The mean gender pay gap for the whole economy (according to the 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17%, while in the Travel agency, tour operator and other reservation service and related activities industry it is 24%.

	2017 Gold Medal	2016 ONS Travel agency, tour operator and other reservation service and related activities
Mean gender pay gap	18.22%	24%
Median gender pay gap	12.07%	24.1%

* source= Sic07 Industry (4) SIC2007 Table 16.12 Gender pay gap 2016: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>



What are we doing moving forward?

At Gold Medal we recognise that having a balanced and diverse workforce is something we are proud to have but this can be a complex journey and is not one single process or project.

We will continue to regularly undertake reviews of pay, bonus and commission policies as well as undertaking training for managers on recruitment and ensure that our advertising and attraction methods are not biased towards any gender.

We are committed to doing everything that we can to reduce the gap. However, we also recognise that our scope to act is limited with individual's career and life choices.

A new Head of People and Culture role at Group level has been created and will help ensure that People and Culture remain at the forefront of employees, managers and Directors agenda.

We recognise that it may take several years before we see an impact on the gap within our business but we are committed to working towards this both in our business and the wider industry.

I, Lisa McAuley, Managing Director, confirm that the information in this statement is accurate.

Signed

Signature: LMCA

Name: LISA MCAULEY

Date: 15/03/17