

GENDER PAY GAP REPORT

2023

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 2023.

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 5th April is as follows:-

2023		2022	
Mean	Median	Mean	Median
-2.9% (higher female) £13.16	-4.1% (higher female) £10.91	-3.7% (higher female)	-4.7% (higher female)

In 2023 we employed 646 staff, and the gender make-up of our workforce on 5th April 2023 was 345 female (53.4%) and 301 male (46.6%).

In 2022 we employed 681 staff, and the gender make-up of our workforce on 5th April 2022 was 355 (52.1%) women and 326 (47.9%) male.

The report can include certain allowances and any bonuses paid over the previous 12 months. There have been minimal allowances/bonuses paid at the club that only affected 0.8% of women so they have not been included in the report.

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	2023		2022	
	Male	Female	Male	Female
Higher	39.1%	60.9%	41.2%	58.8%
Higher - Middle	38.5%	61.5%	43.5%	56.5%
Lower - Middle	54.9%	45.1%	54.1%	45.9%
Lower	53.4%	46.6%	52.6%	47.4%

The table above shows the gender distribution across four equally sized quartiles, which equates to 161 employees per quartile, with 163 in the lower 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 and lower-middle quartiles.

The Senior Leadership Team was 50% male and 50% female on 5th April 2023.

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	Hospitality and Leisure Industry	National Statistics
-2.9%	22.4%	7.7%

Our gender pay gap is lower than the Office for National Statistic figure (across the UK) as well as significantly lower than the hospitality travel and leisure industry as reported by [WiHTL](#) in partnership with PwC UK.

What are we doing about our gender pay gap?

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.