

# GENDER PAY GAP

REPORT 2020

British Airways Holidays Limited is a wholly owned subsidiary of British Airways Plc. The company is a global tour operator selling package holidays, hotel accommodation, car hire and other travel related products.

**"I am proud that women are well represented at all levels of British Airways Holidays.**

**Our approach and policies support all colleagues to have a healthy work life balance. We progress and reward colleagues based on merit and performance not on gender.**

**Our focus continues to be ensuring that we create a positive and inclusive working environment for all."**

Claire Bentley  
Managing Director, British Airways Holidays

British Airways Holidays employs 289 people\*, 70 per cent of whom are women. At the time the snapshot was taken some of our colleagues were on furlough so, in accordance with gender pay gap legislation, we have only included those working in our pay gap calculation, 71 per cent of whom are women. Our median gender pay gap is 26 per cent and mean gender pay gap is 19 per cent. Our median bonus gap is 42 per cent and mean bonus gap is 26 per cent.

## PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	19%	26%
Bonus pay difference	26%	42%



## CAUSES OF THE GENDER PAY GAP

At British Airways Holidays, women are well represented at our most senior levels. However, as well as being well represented at senior levels, women also occupy a high proportion of our non-managerial roles. This is the key cause of our gender pay gap. We are confident that men and women doing comparable work are paid fairly and equally.

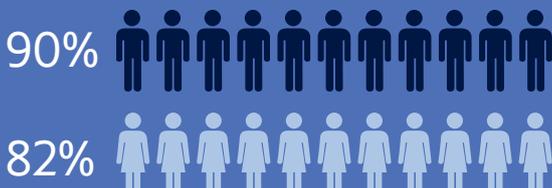
Since 2019, British Airways Holidays has promoted men and women within the company and recruited men and women into roles at varying levels of the business. Recruitment and pay decisions continue to be based on merit and are not influenced by gender.

At British Airways Holidays we promote a healthy work-life balance. We believe this helps ensure our people are supported when progressing into more senior roles. As a result of our flexible working policy, a quarter of our colleagues are employed in part-time roles, including at our senior management level.

## CAUSES OF THE BONUS PAY GAP

British Airways Holidays' bonus is calculated as a percentage of an individual's salary, so the bonus pay gap is reflective of the hourly pay gap. The bonus pay gap calculation is based on actual bonuses received. As fewer hours are worked, colleagues working part-time will receive a lower bonus than their full-time equivalents. A third of our female colleagues work part-time which therefore impacts the bonus pay gap.

We review our bonus scheme annually and continue to ensure our bonus eligibility criteria is fair and that men and women have equal opportunities to earn a bonus.



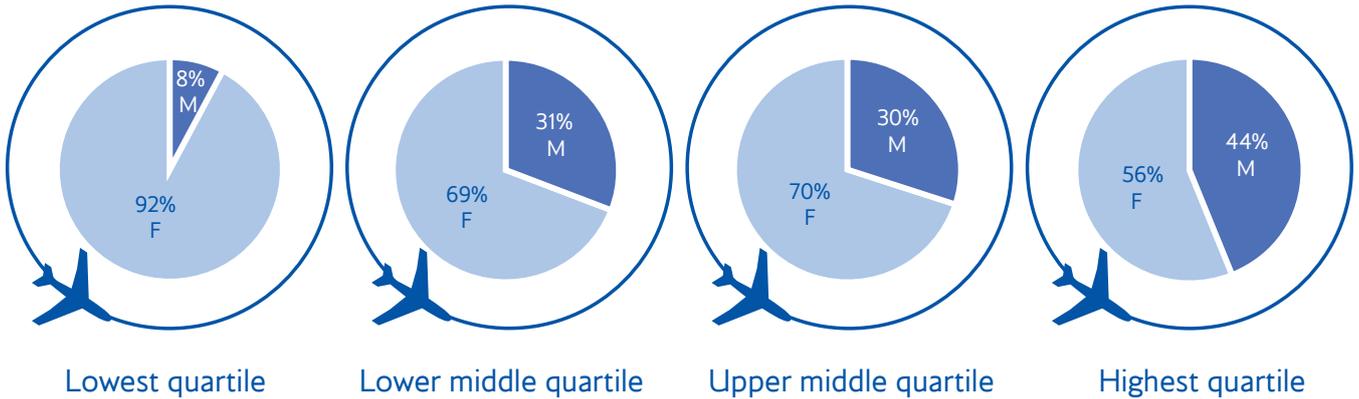
In the period being reported, 90 per cent of men and 82 per cent of women received a bonus. The colleagues who did not receive a bonus were new joiners to British Airways Holidays and so did not meet the eligibility criteria of the scheme.

\*as reported on 5 April 2020

**PAY QUANTILES**

Given that 70 per cent of colleagues at British Airways Holidays are female, the gender distribution across the four equally sized pay quartiles shows that women are well represented at every level of our business. The figures suggest however that there is an over-representation of women in the lowest pay quartile which drives the difference in pay and bonus between men and women.

**PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE**



**HOW WE ARE ADDRESSING THESE DIFFERENCES**

We are committed to tackling gender imbalance and building a diverse and inclusive workforce.

We have family friendly policies in place and continue to support flexible working. This helps us to attract and retain both male and female employees at all levels of the organisation.

We are committed to creating a working environment in which all colleagues can flourish. We reward men and women fairly for the contribution they make, making pay, recruitment and selection decisions based on merit and performance. This helps us attract employees of all backgrounds to British Airways Holidays and support all our colleagues in developing and progressing through the business.

Due to the global Coronavirus pandemic and the challenges we have faced with lockdown, furlough and restructuring, many of our group wide initiatives have been put on hold. We will review them as soon as we are able to.

**USEFUL TERMS:**

**Equal pay** is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010

**Gender pay gap** refers to the difference between men and women's average earnings across the organisation, expressed as a percentage of men's earnings.

I confirm that the date is accurate.

Claire Bentley  
Managing Director, British Airways Holidays

