

GENDER PAY

REPORT 2017

British Airways Holidays Limited is a wholly owned subsidiary of British Airways Plc and employs 251* people. The company is a tour operator selling hotel accommodation, car hire and other travel related products to support the sale of flight seats for British Airways worldwide, plus package holidays.

“It is important to British Airways Holidays that our employees are able to fulfil their potential and we’re delighted that these figures show that women are well represented right up to senior management level. This includes my leadership team, which comprises of more women than men. All our recruitment, progression, and pay decisions are based on merit and are unaffected by gender. We will continue to encourage a positive work-life balance, and accommodate flexible working where we can.”

Claire Bentley – Managing Director

At British Airways Holidays, 70 per cent of our workforce are women, and women are represented at all levels of the business. We have a median gender pay gap of 27% and a mean gender pay gap of 18%.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	18%	27%
Bonus pay difference	35%	-354%

A negative number means the gap favours women

CAUSES OF THE GENDER PAY GAP

We have been working hard to understand our pay gap. We are pleased that women progress through the organisation and that we have a significant number of female employees in senior roles. We are confident that men and women doing comparable work are paid fairly and equally.

A large proportion of our pay gap relates to the fact that we have a high proportion of female employees in less senior roles, many of which are carried out on a part-time or job share basis. This means the number of employees in these roles is higher.

CAUSES OF THE BONUS GAP

British Airways Holidays operates a bonus scheme, with different targets depending on role. In the period between 6 April 2016 and 5 April 2017, a small number of employees met their targets and received a bonus.

The bonus figures above are affected by commission payments that meet the definition of bonus pay

under the relevant regulations. These payments were smaller than the bonuses awarded to employees who met individual targets, and this is a key contributor to our bonus gaps.

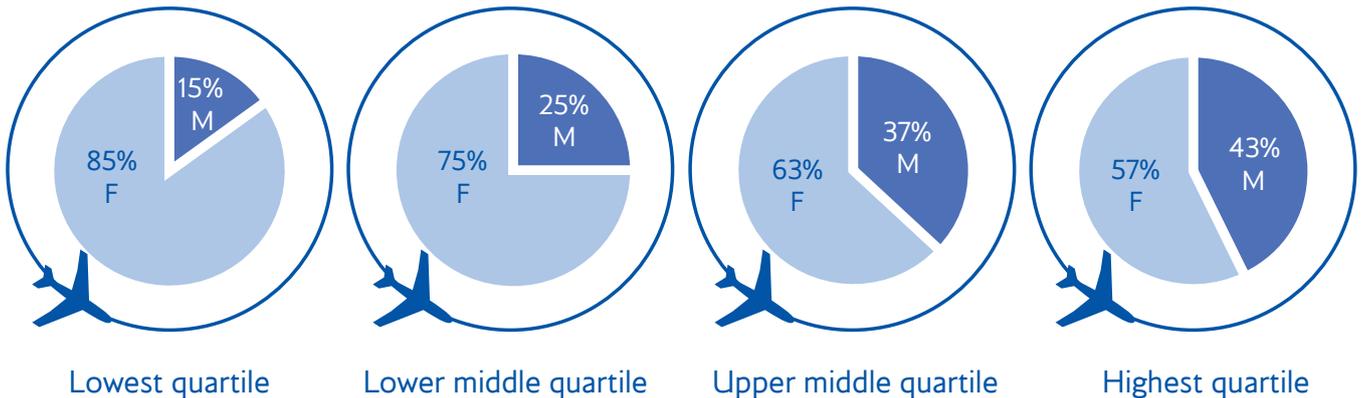
The bonus calculation does not take into account the number of part-time employees (who are predominantly female) and is based on actual bonuses received rather than pro-rated amounts, which affects our bonus gap.

Only 11 per cent of women and 20 per cent of men received any bonus payments (as defined by the regulations). As above, due to the limited number of people receiving a bonus, and the combination of different types of payments falling into this calculation, it is difficult to draw useful conclusions from this result. We are comfortable that our bonus eligibility criteria are fair and that men and women have equal opportunity to earn bonuses and commission.

PAY QUARTILES

Given that 70 per cent of British Airways Holidays' workforce is female, the gender distribution across the four equal pay quartiles shows that women are well represented at every level of our business, but the figures suggest that there is an over-representation of women in the lower pay quartiles.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

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

We have family-friendly workplace policies in place and we continue to support flexible working throughout the business. We encourage a healthy work life balance, and around a quarter of our employees have had requests to work flexibly or work reduced hours approved, and this flexibility exists right up to our leadership team. This helps us attract and retain both male and female employees at all levels of the organisation.

British Airways Holidays welcomes the gender pay reporting obligations as an opportunity to analyse the make-up of our workforce and to ensure that we continue to reward men and women fairly for the contribution they make. We are committed to working to attract employees of all backgrounds to our organisation and to support them in developing and progressing through the business.

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's and women's average earnings across the organisation, expressed as a percentage of men's earnings.



We confirm that the information and data provided is accurate and in line with mandatory requirements.

Signed 