



Darwin Escapes Gender Pay Gap Report April 2018.

What is the Gender Pay Gap?

The gender pay gap is a calculation of the percentage difference between the average hourly earnings for men and women on a snapshot date of 5th April. This is not a comparison of pay rates for men and women doing work of equal value.

How is it calculated?

- The mean calculation is the average hourly pay of women compared to the average hourly pay for men within the organisation.
- The median calculation is the middle value of the earnings when listed from lowest to highest in sequence, comparing men to women.

We also look at the bonus pay gap between men and women showing the percentage of men having a bonus and the percentage of women having a bonus, and the proportion of women and men in each quartile pay band.

Darwin Escapes

Darwin Escapes has 3 areas it reports Gender Pay on: Darwin Contract Management Ltd, Darwin (North West) Ltd and Darwin Leisure Development Management Ltd. The first is reportable under the regulations of Gender Pay gap reporting, however we have decided to report all categories to be open and transparent regarding pay structures and what we are doing to ensure we recruit and promote the best candidates from the widest pool available.

Growing rapidly over the last few years, with plans to continue to do so by acquiring additional parks to join its Group of outstanding holiday resorts, has meant that existing gender pay gaps continue to be introduced into the Group. We are working to ensure a fair pay structure to all, and are pleased to report that our gender pay gap figures are below the National average (source www.ons.gov.uk), which is 8.6% among full time employees and 17.9% among all employees; Darwin Escapes has a mean gender pay gap of 5.46% and a median pay gap of 3.9%.

Additional data:

Of the employees calculated at the snapshot date of 5th April 2018:

25.52% are seasonal

29.38% work 30 hours or less.

working hours



part time women 17.36%
part time men 12.02%
full time women 28.04%
full time men 42.58%

Gender % split by Category



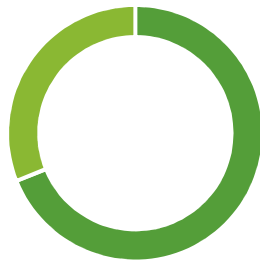
Proportion of the split of men and women within each quartile pay band:

Highest Quartile



Men 63.35% Women 36.65%

3rd Quartile



Men 68.94% Women 31.06%

2nd quartile



Men 40.37% Women 59.63%

Lowest Quartile



Men 49.07% Women 50.93%

The facts & figures:

We are pleased to provide data on all areas of the Group:

	Mean Pay Gap	Median Pay Gap	Bonus Mean Pay Gap	Bonus Median Pay Gap	% of women receiving a bonus	% of men receiving a bonus
Darwin (North West) Ltd	4.5%	2.7%	71.2%	85.76%	14.6%	13.2%
Darwin Contract Management Ltd	7.5%	4.5%	-190.7%	81.3%	22.4%	4.5%
Darwin Leisure Development Management Ltd	2.93%	11.4%	100%	100%	0%	5%
Darwin Escapes Group	5.46%	3.9%	22.1%	85.4%	18.62%	7.1%

		Highest	3 rd	2 nd	Lowest
Darwin (North West) Ltd	women	46.94%	46.94%	42.86%	54%
	men	53.06%	53.06%	57.14%	46%
Darwin Contract Management Ltd	women	36.89%	24.27%	60.19%	51.46%
	men	63.11%	75.73%	39.81%	48.54%
Darwin Leisure Development Management Ltd	women	33.33%	33.33%	77.78%	25%
	men	66.67%	66.67%	22.22%	75%
Darwin Escapes Group	women	36.65%	31.06%	59.63%	50.93%
	men	63.35%	68.94%	40.37%	49.07%

We have previously noted that bonuses are generally split into 3 areas:

- Holiday lodge sales commissions
- Spa & gym commissions
- Other bonuses

Commissions on lodge sales have a high earning potential due to their high value, compared to Commissions on spa treatment / gym commissions which are small in comparison due to their relative low cost. The sales team is primarily male and the spa is primarily female, however we continue to look at new ways of attracting applicants from the widest pool available to try to improve this ratio.

The future

We are committed to *'carving memories for life'* for our team as well as guests, and look to do this in everything we do. We will continue to support and grow our team, and seek out individuals based on their capabilities, positive attitude and customer service skills.

We continue to introduce apprenticeships and training of our team and managers to ensure they look to regularly review and challenge what we do in terms of recruitment, training, equality and diversity.

As a growing business we continue to further enhance our succession plans, work life balance, family friendly schemes and benefits to attract like-minded individuals who want to grow with us.

I confirm that the published information is accurate as at the snapshot date of 5th April 2018.

A handwritten signature in black ink, appearing to read 'Drew Campbell'.

Drew Campbell
Operations Director