

Darwin Escapes Gender Pay Gap Reporting

From 2017, the UK Government requires any organisation that has 250 or more employees to publish and report specific figures about their gender pay gap annually. This is a snapshot of Darwin Escapes, which covers Darwin Contract Management Ltd and Darwin (North West) Ltd, on 5th April 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation.

The first calculations show the mean and median percentage figures as a percentage of men's pay.

	Mean %	Median %
--	--------	----------

Darwin Contract Management Ltd

Pay	8.74	3.1
Bonus	76.78	92.30

Darwin (North West) Ltd

Pay	-0.2	6.7
Bonus	76.79	78.13

The next relates to the percentage of staff receiving a bonus.

Male %	Female %
--------	----------

Darwin Contract Management Ltd

6.4	17.5
-----	------

Darwin (North West) Ltd

15.89	21.4
-------	------

The final calculations show the proportion of females and males in each quartile pay band.

Quartile	Male %	Female %
----------	--------	----------

Darwin Contract Management Ltd

Lowest	34.3	65.7
2nd	50.5	49.5
3rd	62	38
Highest	57	43

Darwin (North West) Ltd

Lowest	43.8	56.2
2nd	52.1	49.7
3rd	64.6	35.4
Highest	63.8	36.2

Underlying causes of the Gender Pay Gap and how we will address this

Bonuses are generally split into 3 areas;

- holiday lodge sales commissions,
- spa treatment / 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, however we have started to address this when recruiting new roles; as the recruitment is predominantly entry level, we expect to see a decrease in the gender gap over the long term, however this may also result in a gender pay increase in the short term.

There are a number of roles where we struggle to recruit one sex into a traditionally one-sex dominated industry, for example male staff into a traditionally female-dominated spa industry, and women into male-dominated maintenance roles. We will be looking at new ways of recruiting into these areas.

Darwin has grown rapidly over the last few years, acquiring existing holiday parks. This has meant that existing gender pay gaps have been introduced into the Group. We will address this as we recruit to replace existing staff.

We are currently introducing management apprenticeships and will look at training regional managers to ensure they are looking to identify a cross section of staff, to ensure women returning from career breaks have opportunities for progression. We expect these changes will begin to impact over the next two to four years.

I confirm that the published information is accurate as at the time of publishing


Drew Campbell

Operations Director