

Park Holidays UK Limited

Gender Pay Report 2018



Park Holidays has seen continued growth through acquisitions during 2017-2018 and changed its internal structures in some departments. However, the Park Holidays' strategy is for all of its holiday parks and head office functions to continue to ensure there are no barriers to recruitment, learning & development and promotions for all staff at all levels. Park Holidays has always been an equal opportunities employer with policies and procedures in place to ensure fairness and consistency in work, opportunities and pay. Park Holidays continues to support and promote a diverse and inclusive culture.

Pay Quartiles

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	74.7%	47.3%	62.4%	47.6%
Women	25.3%	52.7%	37.6%	52.4%

Recruitment of female employees into middle and senior management positions continues to be a challenge; within the holiday park industry candidates who apply and present for interview and assessment are predominantly male thus reducing the opportunity to appoint female managers. The year on year mean and median figures relating to "Women's hourly rate" have therefore altered negatively. Despite the 50% uplift in female representation during 2017-2018 within the senior management team, the pay and bonus awards for senior management employees as a group directly affected the negative shift in the hourly rate.

Mean & Median – Hourly Pay & Bonus Pay

	Mean	Median
Hourly Pay	58.1%	7.2%
Bonus	64.4%	41.5%

Salaries and hourly rates across the Group are determined by the role, size of the business and skills & experience required. We remain confident that men and women are paid equally for equivalent roles across the group.

Remuneration, including bonuses, is based on business responsibility and financial performance targets.

Bonuses are awarded for enhanced financial performance, cost savings and improvements achieved in business standards and guest services and care.

44.2% of men and 29.9% of women are included in a range of bonus schemes across the group.

A larger percentage of full-time women (82.99%) than men (80.89%) received a bonus with more part-time men (21.65%) receiving a bonus than women (18.17%)

Mean Pay Gap (encl. Bonus)	Full Time	Part Time	Combined
Mean Hourly rate for Males	23.44	8.58	20.53
Mean Hourly rate for Females	12.13	8.42	10.30
Mean Gender Pay Gap %	48.23%	1.81%	49.82%

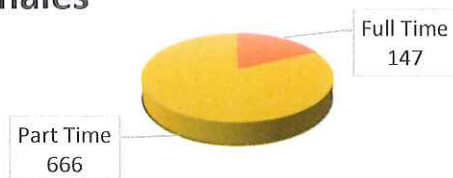
Median Pay Gap (encl. Bonus)	Full Time	Part Time	Combined
Mean Hourly rate for Males	10.35	7.31	9.26
Mean Hourly rate for Females	9.10	7.83	8.56
Mean Gender Pay Gap %	12.03%	-7.04%	7.63%

The change in women's bonus pay was very positively affected during the year with an increase in the number of women being paid a bonus increasing from 137 to 243 (77%). The mean for women's bonus pay therefore decreased from 2017 at 74.1% lower than men to 64.4% lower and the mean from 70.4% lower to 41.5% lower than men.

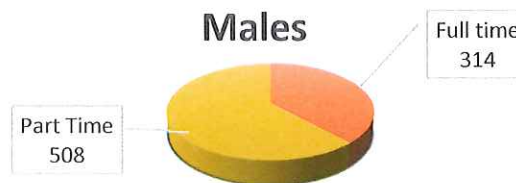
Gender Split

Although there remains an almost equal balance in the actual number of men and women employed within the organisation, there are still more women in part-time roles than men: 40% of women and 31% of men.
 Total Male Employees: 824 Total Female Employees: 814

Females



Males



Personal Development & Succession Planning

Recruitment & selection, personal development and opportunities for personal growth and promotion remain unchanged from 2017-2018 ensuring they are available to all those with the relevant skills, experience and aptitude regardless of gender, age or any other protected characteristic.

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