



## GENDER PAY REPORT 2018

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Royal Automobile Club was founded in 1897 with the primary purpose of promoting the motor car and its place in society. Today, the Royal Automobile Club is one of the foremost private members' clubs in the world with a diverse membership, an extensive events programme, and two beautiful and unique clubhouses, alongside first-class accommodation, dining and sports facilities.

As an IIP Silver accredited organisation, the Club recognises staff as our greatest asset. The Club is committed to continuing to build a fair, diverse and inclusive culture where staff aspire to work and are rewarded and developed on individual merit, regardless of ethnicity, gender, age, disability, religion or sexual orientation. Fair is one of our core leadership behaviours and Respect one of our values.

The Club's L&D department actively promotes professional development. We also support internships and apprenticeships, with many of these leading to permanent positions within the businesses.

This report contains the Gender Pay Gap (as at 5 April 2018) for the Royal Automobile Club), as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Club recognises and supports the implementation of mandatory gender pay gap reporting as an important step towards transparency and greater equality for women in work.

Ben Cussons  
**Chairman**



## CLUB SECRETARY'S STATEMENT

The 2018 gender pay report is the Club's second year of reporting. We have changed the look and the feel of the report to make it more accessible and easier to understand.

There are changes to our data this year as a result of the above review and the implementation of a pay framework (which included addressing anomalies) to ensure a fair and consistent approach to remuneration. The Club regularly reviews salaries in line with current industry and market conditions to ensure a consistent approach for all staff.

### Key data:

- The Royal Automobile Club has a median gender pay gap of 13.09% compared with the national average median gender gap of 17.9%, as reported by the office of national statistics.
- The median pay gap is largely a result of the sum of the Club's high earners, 71% of which are male. However, in the lower and lower middle quartile the split of male to female is very even with 51% male and 49% female in the lower quartile and 48% male and 52% female in the lower middle quartile.
- The mean bonus gap is 48.9% but the median bonus gap is 0%. The median bonus gap of 0% is a direct result of a new bonus scheme which has been applied equally to relevant staff.
- At the Club, most employees receive a bonus again with the split being very even at 72% male and 70% of females receiving a bonus.

### Actions to reduce pay gap:

- The Club is committed to promoting gender diversity in senior management positions and succession planning has been introduced to ensure that women with high potential can progress from entry level to senior management.

I, Ben Cussons, Chairman, confirm that the information in this statement is accurate.

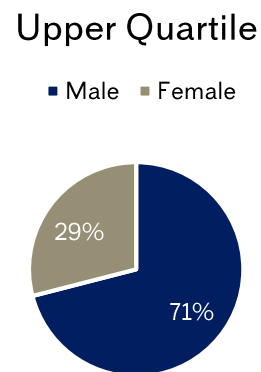
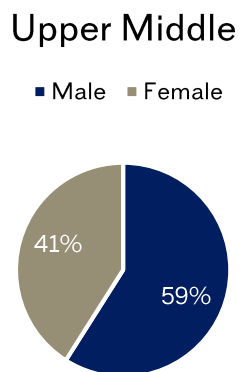
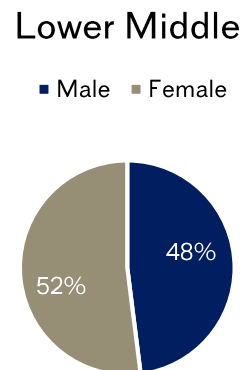
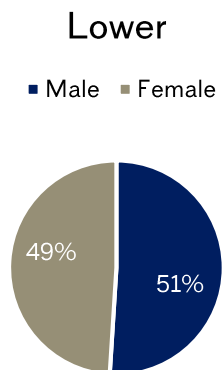
Signed

A handwritten signature in blue ink, appearing to read 'Ben Cussons', written over a light blue horizontal line.



Gender Pay Gap		
	Mean	Median
Pay Gap	17.61%	13.09%
Bonus Gap	48.90%	0%

Proportion of females and males in each quartile:



Proportion of females and males receiving a bonus payment:

