



## GENDER PAY REPORT 2020

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 a high quality private members' club 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 and career management. We also support internships and apprenticeships, with many of these leading to permanent positions within the businesses. We have a good record for long service.

This report contains the Gender Pay Gap (as at 5 April 2020) 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.

A handwritten signature in black ink, appearing to read 'Ben Cussons'.

Ben Cussons  
Chairman



## CLUB CHAIRMAN'S STATEMENT

The Royal Automobile Club is pleased to publish its gender pay gap results. This is our fourth year of reporting and as you can see the gap has widened slightly in comparison to the 2019 report. As with many other employers in the hospitality industry The Royal Automobile Club's workforce profile has an impact on our gender pay gap, because we typically employ more men than women and a greater proportion of our senior management population is male.

### Key data:

- The Royal Automobile Club has a median gender pay gap of 12.1% compared with the national average median gender gap of 15.5%, 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, 68.6% of which are male. However, in the lower and lower middle quartile the split of male to female is relatively uneven with 54.2% male and 45.8% female in the lower quartile and 54.8% male and 45.2% female in the lower middle quartile.
- The mean bonus gap is 38% but the median bonus gap is 0%. The median bonus gap of 0%, this is the same as reported in 2019.
- At the Club, most employees receive a bonus again with the split slightly uneven at 76.7% male and 75.2% 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 was introduced to ensure that women with high potential can progress from entry level to senior management.

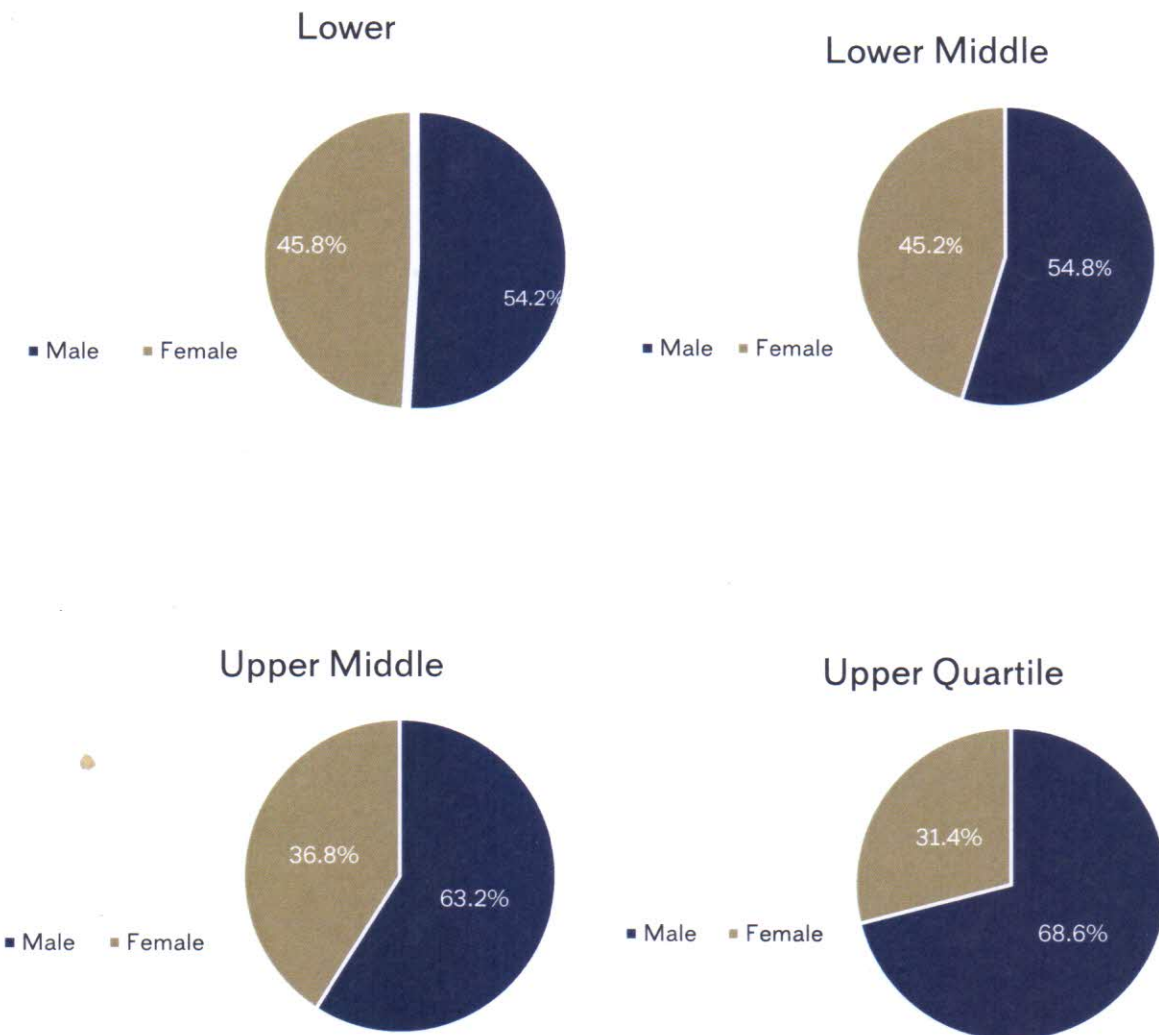
I, Ben Cussons, Chairman, confirm that the information in this statement is accurate.

Signed



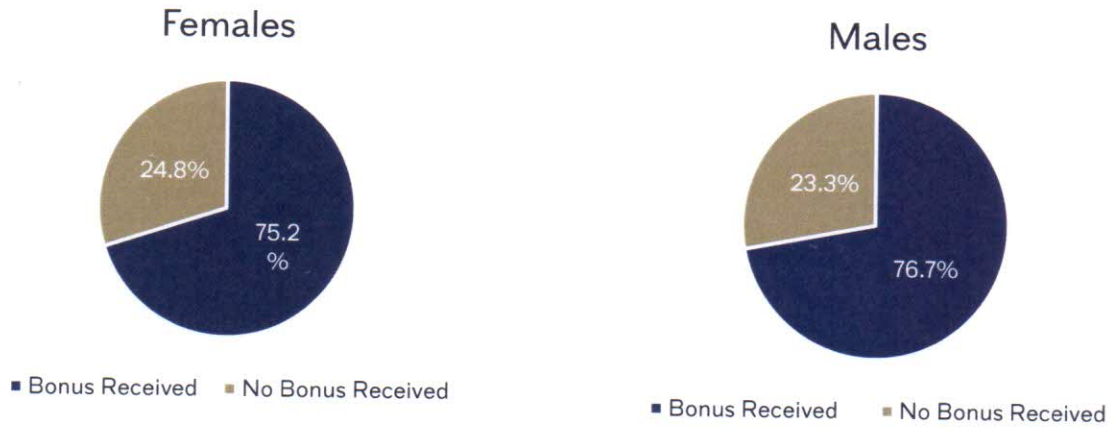
Gender Pay Gap		
	Mean	Median
Pay Gap	14.2%	12.1%
Bonus Gap	38%	0%

Proportion of females and males in each quartile:





**Proportion of females and males receiving a bonus payment:**



At 75.2% and 76.7% for females and males receiving bonuses respectively, the gap has increased since last reported in 2019, when it was 72% for both genders