



## GENDER PAY REPORT 2021

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.

The Club was reassessed by IIP in 2021 and we retained our IIP Silver accredited status notably with improvements in all nine IIP indicators which was a phenomenal result as the Club's reassessment took place during a pandemic. 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, apprenticeships and graduates, with many of these leading to permanent positions within the businesses.

This report contains the Gender Pay Gap (as at 5 April 2021) 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



## CHAIRMAN' STATEMENT

The 2021 gender pay report is the Club's fifth year of reporting and has seen a significant change in the median gender gap. 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 -8.4% compared with the national average median gender gap of 15.4%, as reported by the office of national statistics (i.e. salaries are skewed in favour of females rather than males). This is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.
- When interpreting average earnings data in the current climate it should be noted that this is difficult to do as the data was affected by COVID 19, furlough leave and pay and the ONS reporting that collecting the data was disrupted as many businesses were closed temporarily or in some cases permanently. The reason for the Club's -8.4% gender pay gap appears to be that more males were furloughed than females. It would be worth focusing on longer term trends before making assumptions in a very unusual year.
- The split of male to female employees also changed significantly in 2021. In the upper quartiles 75% are male compared to 68.6% in 2020. However, in the lower and lower middle quartile the split of male to female is very uneven with 80% male and 20% female in the lower quartile and 60.7% male and 39.3% female in the lower middle quartile.
- The mean bonus gap is 7.3% but the median bonus gap is 0%. The median bonus gap of 0%, this is the same as reported in 2020.
- When interpreting the bonus gap data it should be noted that bonuses were awarded to junior level employees. The Club did not award bonuses to managers resulting in an uneven split, 55% male and 71.4% of females receiving a bonus. The uneven split of male to female is a result of managers being predominantly male.

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

Signed

A handwritten signature in red ink, appearing to read 'Ben Cussons', written over a white background.

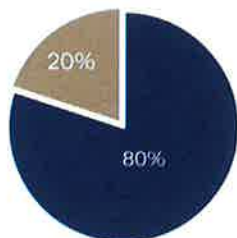


Gender Pay Gap		
	Mean	Median
Pay Gap	19.3%	-8.4%
Bonus Gap	7.3%	0%

Proportion of males and females in each quartile:

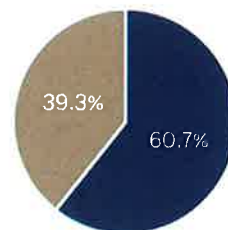
### Lower

■ Male ■ Female



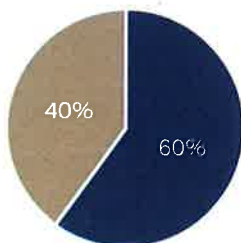
### Lower Middle

■ Male ■ Female



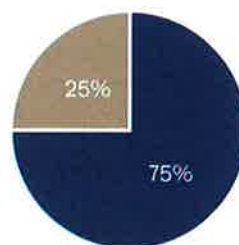
### Upper Middle

■ Male ■ Female



### Upper Quartile

■ Male ■ Female





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



At 71.4% for females and 55% for males receiving bonuses respectively, the gap has increased since last reported in 2020, when it was 75.2% for females and 76.7% for males. As reported the uneven split is due the Club not awarding bonuses to managers in 2021.