



GENDER PAY REPORT 2023

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 continues to do this whilst remaining one of the foremost private members' clubs in the world with a diverse membership, an extensive events programme, and two beautiful and unique clubhouses which provide first-class accommodation, dining and sports facilities.

As an IIP Silver accredited organisation, the Club recognises that our employees are our greatest asset. All employees are rewarded and developed on individual merit, regardless of ethnicity, gender, age, disability, religion, or sexual orientation.

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 (using a snapshot date of 5 April 2023) 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 blue ink, appearing to read 'Ben Cussons', written over a light blue circular watermark.

Ben Cussons

Chairman



CHIEF EXECUTIVE & CLUB SECRETARY'S STATEMENT

The 2023 gender pay report is the Club's sixth year of reporting, the most noteworthy change is a decrease in the mean pay gap. The Club regularly reviews salaries in line with current industry and market conditions to ensure a consistent approach for all employees.

Key data:

- The Royal Automobile Club has reduced its gender pay gap from 21.62% (reported in 2022) by 5.48% to 16.14%.
- The reduction in the gender pay gap is due to the Club employing a number of females to fill the 91 vacancies it had in April 2022.
- The Clubs' gender pay gap of 16.14% is largely due to the make-up of the upper quartile who are the highest earners, 71.43% of which are male.
- The Club has a median gender pay gap of 9.18%, which is a reduction from 11.02% reported in 2022. In the lower and lower middle quartiles the split of male to female is more even with 52.32% male and 47.68% female in the lower quartile and 50.33% male and 49.69% female in the lower middle quartile.
- The mean bonus gap is 40.05% with 56.31% of males receiving a bonus compared with 50.05% 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 is being developed to ensure that women with high potential can progress from entry level to senior management.

I, Daniel Pereira, Chief Executive & Club Secretary, confirm that the information in this statement is accurate.

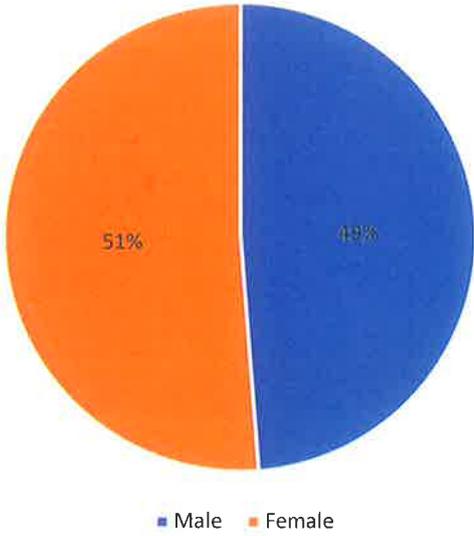
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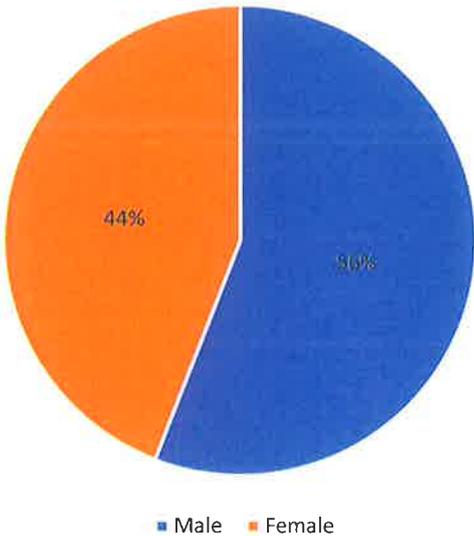
Gender Pay Gap		
	Mean	Median
Pay Gap	16.14%	9.18%
Bonus Gap	40.05%	

Proportion of females and males in each quartile:

Lower

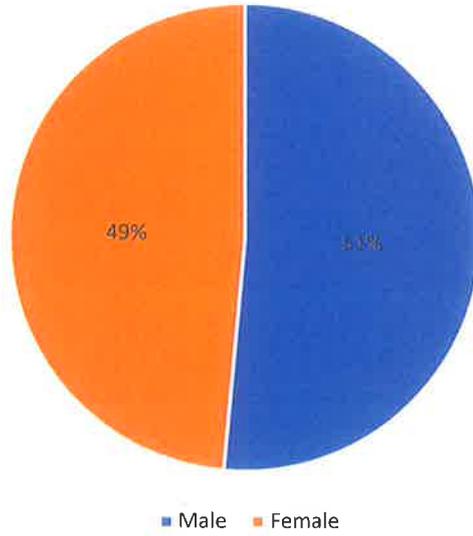


Lower Middle

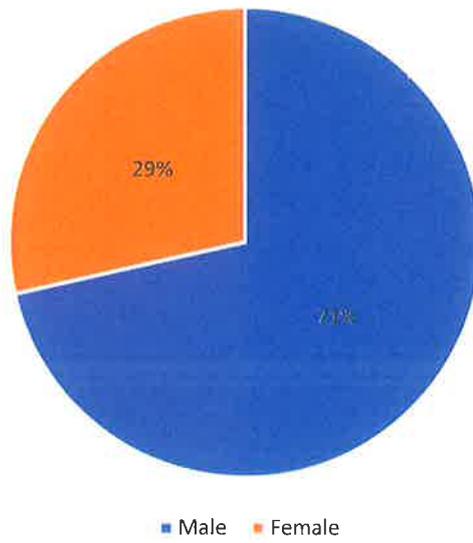




Upper Middle



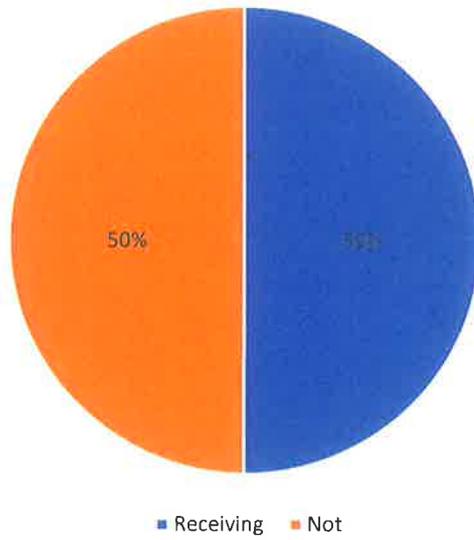
Upper





Proportion of females and males receiving a bonus payment:

Proportion of Women Receiving Bonus



Proportion of Men Receiving Bonus

