



BA Better World



BRITISH AIRWAYS HOLIDAYS
GENDER PAY GAP
REPORT 2021



GENDER PAY GAP

British Airways Holidays Limited is a wholly owned subsidiary of British Airways Plc. The company is a global tour operator selling package holidays, hotel accommodation, car hire and other travel related products.

"I am proud that women are well represented at all levels of British Airways Holidays. Our approach and policies support all colleagues to have a healthy work life balance. We progress and reward colleagues based on merit and performance, not on gender. We remain focused on creating a positive and inclusive working environment for all."

Claire Bentley
Managing Director,
British Airways Holidays



British Airways Holidays employs 257 people*, 63 per cent of whom are women. Our median gender pay gap is 16 per cent and mean gender pay gap is 12.5 per cent. No bonus was paid in 2021 and as such there is no bonus gap to report.

At the time the snapshot was taken, a significant proportion of our colleagues were on furlough. In accordance with gender pay gap legislation, colleagues who were on furlough have not been included in our calculations.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	12.5%	16.4%
BONUS PAY DIFFERENCE	N/A	N/A

*as reported on 5 April 2021



CAUSES OF THE GENDER PAY GAP

At British Airways Holidays, women are well represented throughout our business, including at our most senior levels. However, as well as being well represented at senior levels, women also occupy a high proportion of our non-managerial roles. This is the key cause of our gender pay gap.

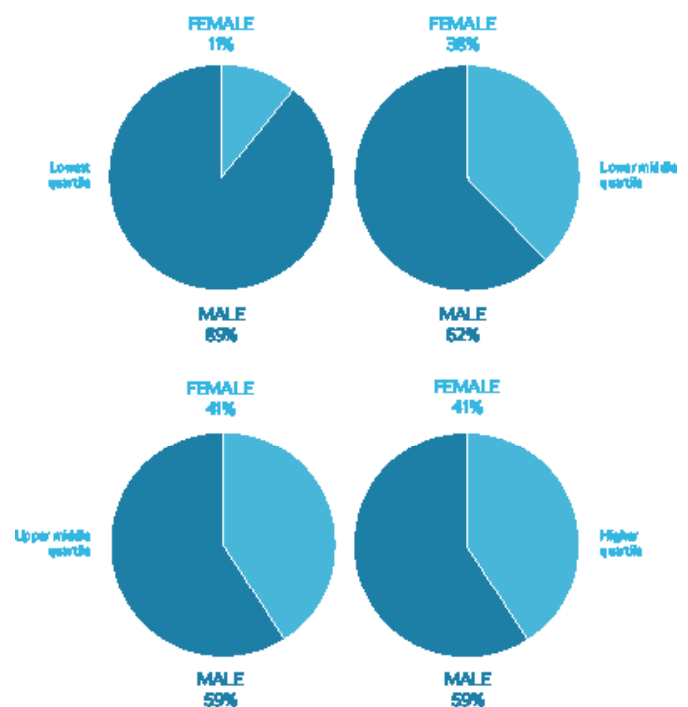
We are confident that men and women doing comparable work are paid fairly and equally. At British Airways Holidays, all recruitment, pay and progression decisions are made based on merit and are not influenced by gender.

We promote a healthy work-life balance and have policies in place supporting flexible working hours and working from home. We believe this helps ensure our people are supported when progressing into more senior roles. As a result of our flexible working policy, over a quarter of our colleagues are employed in part-time roles, including at our senior management level.

PAY QUANTILES

Given that just over 60% per cent of colleagues at British Airways Holidays are female, the gender distribution across the four equally sized pay quartiles shows that women are well represented at every level of our business. The figures suggest however that there is an over-representation of women in the lowest pay quartile which drives the difference in pay between men and women.

Proportion of women and men in each pay quartile





HOW WE ARE ADDRESSING THESE DIFFERENCES

We are committed to tackling gender imbalance and building a diverse and inclusive workforce.

We have family friendly policies in place and are implementing enhancements to these in 2022. We promote a healthy work-life balance and colleagues at all levels make use of our flexible working policy which enables colleagues to flex their start and finish times. 2022 will see the trial of our hybrid working approach enabling colleagues to balance working with colleagues in the office and working from home. This helps us to attract and retain both male and female employees at all levels of the organisation.

The British Airways Holidays leadership team consists of 50% women.

We aim to attract people of all backgrounds to British Airways Holidays and to support all our colleagues in developing and progressing through the business. We believe the above are important steps towards achieving this, however we will continue to challenge ourselves and consider how we can do more.

USEFUL TERMS

EQUAL PAY	is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010.
GENDER PAY GAP	refers to the difference between men's and women's average earnings across the organisation, expressed as a percentage of men's earnings.

I confirm that the data reported is accurate.

Claire Bentley,
Managing Director British Airways Holidays