



BA Better World

BRITISH AIRWAYS HOLIDAYS GENDER PAY GAP REPORT 2023



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 287 people, 74% of whom are women*.

Our 2023 median gender pay gap is 19% and mean gender pay gap is 18%. Our 2023 median bonus pay gap is 33% and our mean bonus pay gap is 28%.

Our gender pay gap has reduced since 2022 when our median pay gap was 26% (the mean was 19%) and our bonus pay median gap was 54% (the mean was 41%).

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	18%	19%
BONUS PAY DIFFERENCE	28%	33%

* as reported on 5 April 2023. It is important to note that the legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, we recognise and support all gender identities.



CAUSES OF THE GENDER PAY GAP

At British Airways Holidays, women are well represented at every level of our business, including in senior management. However, as well as being very well represented at senior levels (65% of our highest paid colleagues are women), women also occupy a very high proportion of our non-managerial (for example customer and administrative) roles. The very high proportion of women in these roles (87%) is the key cause of our gender pay gap.

We promote a healthy work-life balance and have policies in place supporting flexible working hours and working from home. We believe this helps attract people to our organisation and supports colleagues to progress into more senior roles. As a result of our flexible working policy, 26% of our colleagues are employed in part-time roles, including senior level managers.

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.

CAUSES OF THE BONUS PAY GAP

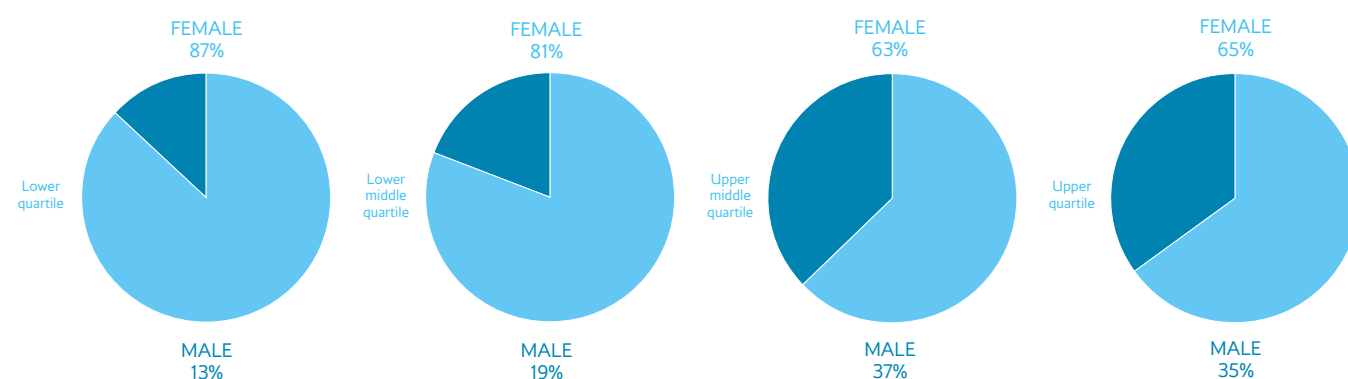
British Airways Holidays' bonus is calculated as a percentage of an individual's salary, so the bonus pay gap is reflective of the hourly pay gap. The bonus pay gap calculation is based on actual bonuses received. As fewer hours are worked, colleagues working part-time will receive a lower bonus than their full-time equivalents. 33% of our female colleagues work part-time which therefore impacts the bonus pay gap.

In the period being reported, 83% of men and 76% of women received a bonus. The colleagues who did not receive a bonus were new joiners to British Airways Holidays and so did not meet the eligibility criteria of the scheme.

PAY QUARTILES

Given that 74% of colleagues at British Airways Holidays are women, 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 to building a diverse and inclusive workforce.

We have family friendly policies in place and our well-being programme includes a working group specifically focused on providing menopause support. We promote a healthy work-life balance and colleagues at all levels make use of our flexible working policy which enables them to flex their start, break and finish times. Our hybrid working approach enables 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 56% 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 and, with the support of our Diversity and Inclusion working group, 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 information and data provided is accurate and in line with mandatory requirements.



Claire Bentley,
Managing Director British Airways Holidays