

Stewart Travel Ltd

Gender Pay Gap

Report 2020

Stewart Travel is one of Scotland's most dynamic independent leisure groups with over 250 team members across Scotland & Northern Ireland. Our fast-growing and award-winning business is proud to offer a great variety of exciting holiday options to our customers and we appreciate that it's our professional and enthusiastic team who makes this possible. We recognise the importance of encouraging inclusion, diversity, and equal pay in the workplace. We anticipate that we will use the Gender Pay Gap report as one of a number of tools in driving forward this agenda.

Gender Pay Gap Data

The data provided within this report is struck at the reporting date of April 2020. This was shortly after the beginning of the first national lockdown and at the same time as the introduction of the UK Government furlough scheme known as the Coronavirus Job Retention Scheme (CJRS). The CJRS was introduced to assist businesses significantly impacted by the Covid 19 pandemic and to protect employees from mass redundancies.

The travel industry had been impacted by the Covid-19 pandemic as early as January 2020 with cancellations on long haul trips, most notably in the far east. Stewart Travel, in keeping with most travel agents, tour operators, airlines and hoteliers took advantage of the CJRS at the outset in order to protect jobs.

Impact of CJRS on Our Data

In line with Government guidelines on reporting Gender Pay Gap, furloughed staff have been excluded from the calculations. After removing these employees, the calculations were applied to the remaining staff at the snapshot date. Accordingly, the following data reflects the position of the staff not on furlough rather than the business under normal trading conditions. All businesses that took advantage of the CJRS will be similarly affected

Gender Pay Gap

The Mean is calculated by adding up the pay of all our employees not on furlough and then dividing this by the total number of employees. The mean gender pay gap is the difference between average male pay and average female pay.

The median is the number in the middle when pay is placed in order from lowest to highest. The median gender pay gap is the difference between the middle male employee and the middle female employee.

Gender Pay Gap

Mean : 37.4%

Median: 15.9%

This is not indicative of the business in normal trading conditions

Pay Quartiles

The ratio of male and female employees is split evenly into four bands based on their normal pay. As with most businesses in the travel industry our employees are primarily female and no specific gender pay gap is evident.

Upper Quartile	8.3% male	91.7% female
Upper Middle Quartile	15.4% male	84.6% female
Lower middle Quartile		100% female
Lower Quartile		100% female

Performance Related Incentive Payments

Incentive payments include all “on target” performance related incentives paid to team members. The number of men and women receiving these payments is similar, with 66% of women and 63% of men receiving incentive payments. Since these payments are calculated entirely by performance related metrics the range of these payments varies based solely on performance relative to agreed targets.

Bonus Pay Gap

Mean: 40.5%
Median: 32.9%
65.8% of women received a bonus
63.3% of men received a bonus

Declaration of Accuracy

Brian Cassidy, Director of Stewart Travel, confirms that the aforementioned figures are true and accurate and published in line with Government guidelines.