

Stewart Travel Ltd

Gender Pay Gap

Report 2021

Stewart Travel, one of Scotland's most dynamic independent leisure groups continues to thrive despite recent difficult trading conditions. Our success is made possible due to the professionalism & loyalty of our growing team. Stewart Travel believes that our people should be paid in line with the position and responsibility they have and for their individual performance in that role – no other factors should affect our employees' remuneration. Therefore, as a business we continue to support inclusion, diversity, and equal pay in our workplace and anticipate that the Gender Pay Gap report will play a central role in driving forward this agenda.

Gender Pay Gap Data

The data provided within this report was struck at the reporting date of April 2021. This was a year into the global Covid-19 pandemic, and the Governments' Coronavirus Job Retention Scheme (CJRS). Stewart Travel, like most other travel related businesses, continued to take advantage of this scheme.

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.

Gender Pay Gap

The Mean is calculated by adding up the total pay of all our employees not on furlough and then dividing this by the total number of employees. Thereby, the mean gender pay gap indicates 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 April 2021

Mean : -8.11%
Median: 7.36%

As the mean gender pay gap is the main calculation, this indicates a healthy gender pay gap in favour of women at Stewart Travel. This is a significant shift compared to the findings from the previous submission. However, it would be unwise to draw specific conclusions from this as this figure has been heavily impacted by the ongoing pandemic and CJRS

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	33.34% male	66.66% female
Upper Middle Quartile	50% male	50% female
Lower middle Quartile	50% male	50% female
Lower Quartile	16.67% male	83.33% female

Performance Related Incentive Payments

Incentive payments include all “on target” performance-related incentives paid to team members. At Stewart Travel, 57% of women and 46% of men received incentive payments. These payments are contingent solely on performance relative to agreed targets and it is worth noting that some of the most successful performances within the team are achieved by women.

Bonus Pay Gap

Mean: 40.28%

Median: 45.75%

56.54 % of women received a bonus

45.76% of men received a bonus

Declaration of Accuracy

Brian Cassidy, Chief Financial Officer at Stewart Travel, confirms that the figures mentioned above are true, accurate and published in line with Government guidelines.