



## Gender Pay Gap Report 2020

As a business, we pride ourselves in our ability to attract, develop, and retain a diverse range of talent across all our parks. We value the diversity of our dedicated workforce and see as key to our success a commitment to equal opportunities and equal treatment for all employees.

Our desire is to create a company and culture that retains the best people in our industry.

We are pleased with our results, which show our gender pay gap figures have been consistently more favourable compared with the national average. We recognise that there are still opportunities for us to continue to drive a vibrant and inclusive work environment.

## Background

This report outlines the gender pay gap for Britannia Jinky Jersey Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2020. This report reflects the average paid to males and females across our business. It’s not a comparison of pay rates for males and females doing work of equal value.

## Statutory Disclosure

*This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2020. I confirm that the calculations provided are accurate and meet the requirement of the legislation.*

A handwritten signature in blue ink, appearing to read "Robert Ferrari".

**Robert Ferrari**

**Director**

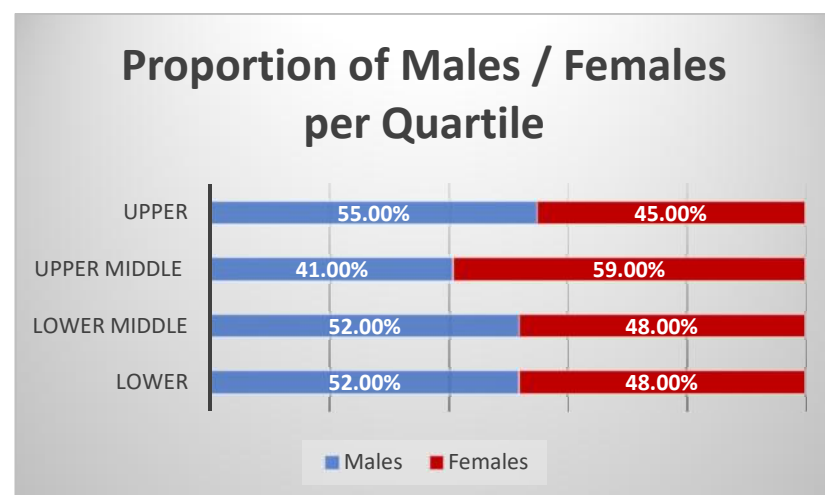


## GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP  
MEDIAN HOURLY PAY GAP

2%  
0%

We have extremely low mean and median gender pay gaps which compares very favourably compared with the Office for National Statistics UK averages. While our result is better than the national average, we are passionately committed to ensuring the gap remains as small as possible.



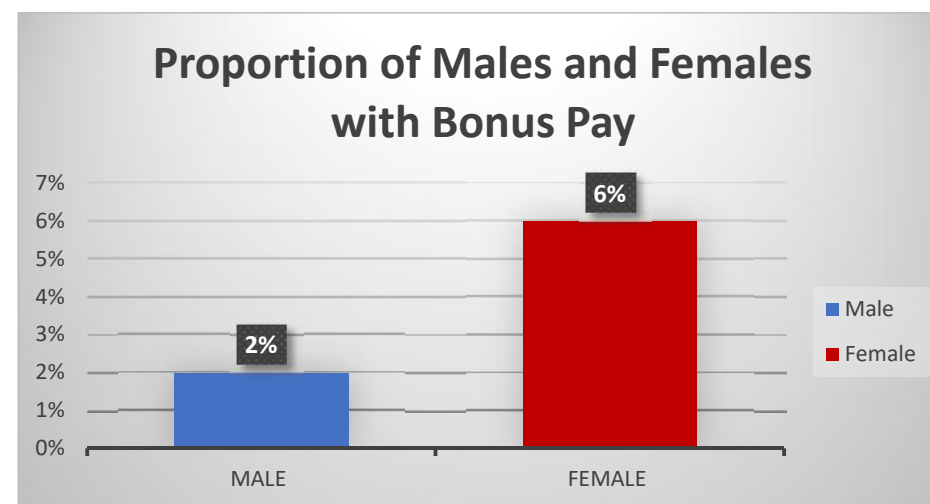
Across three quartiles, we have a higher representation of men compared to women. However, the percentage difference is quite small and when all four quartiles are taken as a whole there is an exact 50:50 split between males and females. This reflects our business model to attract and retain talent irrespective of gender.

## GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP  
MEDIAN BONUS PAY GAP

52%  
70%

The mean bonus of our male employees in 2020 was higher than the mean bonus of female employees due to the larger number and greater spread of bonuses received by female employees across the business.



A higher proportion of our female employees received bonus payments compared to male employees.

# Britannia Jinky Jersey Ltd

## Gender Pay Report 2018

### ***Background***

This report outlines the gender pay gap for Britannia Jinky Jersey Ltd. All statistics have been compiled in line with the legislation using the snapshot date of 5<sup>th</sup> April 2018. This report reflects the average paid to males and females across our business. It's not a comparison of pay rates for males and females doing work of equal value.

### ***Statutory Disclosure***

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## **Gender Pay Gap**

### **Mean -1% Median 0%**

**As a business we pride ourselves in our ability to attract, develop and retain a diverse range of talent across all our parks.**

**Our desire is to create a company and culture that retains the best people in our industry.**

**Our gender pay gap results show that many senior leadership roles are filled by women and that we pay females, on average, slightly more than males which is in direct contrast to the ONS 2018 results.**

**We are delighted with these results and they are testament to our continued efforts to ensure fairness and equal opportunities throughout the company.**



**Robert Ferrari**  
**Director**

# Britannia Jinky Jersey Ltd

## Gender Pay Report 2018



### Mean and median gender pay gap

The mean measures the difference between the average male and average female salary. The median is calculated using the midpoint salary for each gender.

We have an exceptionally low mean and median gender pay gap which compare favourably against the Office for National Statistics 2018 averages of 17.1% and 17.9%, respectively.

We remain passionately committed to ensuring the gap remains as small as possible.

### Proportion of employees receiving a bonus payment

Overall, more than double the amount of female employees received a bonus payment compared to males, both across the parks and head office.

### Mean and median bonus gap

The bonus pay gap arose due to the larger number and greater spread of bonuses received by female employees across the business.

### Proportion of men and women in each quartile of the organisation's pay structure

The proportion of females to males increases through each quartile, proving that opportunities exist at all, and in particular, senior levels for females and that we attract and retain talent irrespective of gender.

Mean

-1%

Median

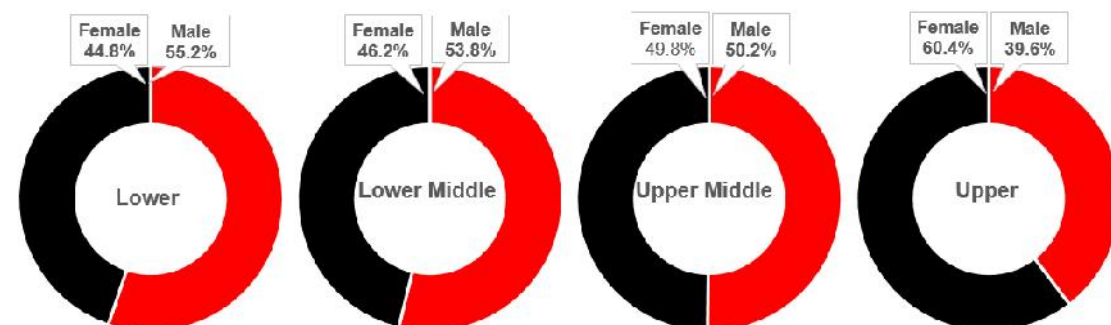
0%

Male 6%

Female 14%

42%

84%





# Britannia Jinky Jersey Limited

## Gender Pay Gap Report

### INTRODUCTION

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As a business, we pride ourselves in our ability to attract, develop, and retain a diverse range of talent across all our parks. We see this as key to our success and a commitment to equal opportunities and equal treatment for all employees, and this is reflected in the figures below.

This report outlines the gender pay gap for Britannia Jinky Jersey Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2017. This reflects the average paid to males and females across our business. It’s not a comparison of pay rates for males and females doing work of equal value.

### HOURLY SUMMARY

*Figures show the difference in the mean and median pay between males and females.*

**Mean pay gap 1.2 %**

• *Industry standard - Accommodation & Food Sector 11.2% (ONS data - 2017)*

**Median pay gap 0.0%**

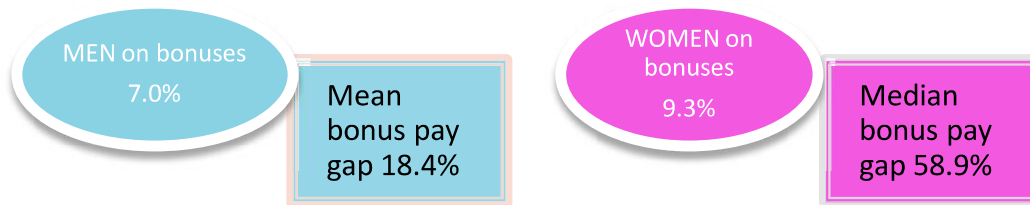
• *Industry standard - Accommodation & Food Sector 5.4% (ONS data - 2017)*

We have an exceptionally low mean gender pay gap of 1.2% and no median gender pay gap which compares very favourably against the Office for National Statistics UK averages of 17.4% and 18.4%, respectively. While this result is significantly better than the national and industry average, we are passionately committed to reduce the gap even further.



## BONUS SUMMARY

*This demonstrates the differences in mean and median bonus pay between males and females and the proportion of men and women who received bonus pay in the reporting period.*

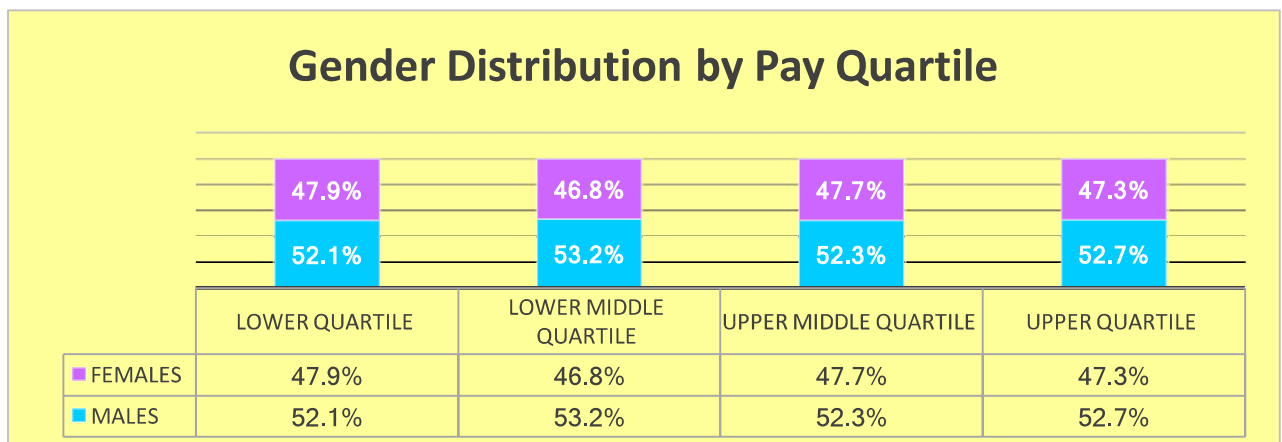


Overall, a higher number of female employees received bonus payments compared to males. Across the company the overall payments made to males and females were on a par.

The mean bonus pay gap arose due to a lower number of females on the parks being in bonus eligible positions, which is in direct contrast to the head office where more females are in bonus eligible positions. The range of bonuses paid to females was greater than those paid to males, creating the median bonus pay gap.

## PAY QUANTILES BY GENDER

*This illustrates the proportion of pay for male and female employees split within four pay bands.*



The proportion of male and female employees per quartile is very consistent at all levels, showing that many opportunities exist at all levels for both female and male employees and that females hold many key senior positions.

## STATUTORY DISCLOSURE

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**Robert Ferrari – Director**