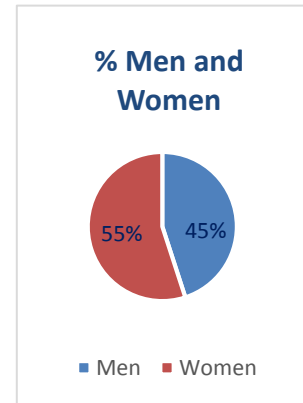


Our Gender Pay Gap 2024

Gender pay gap reporting

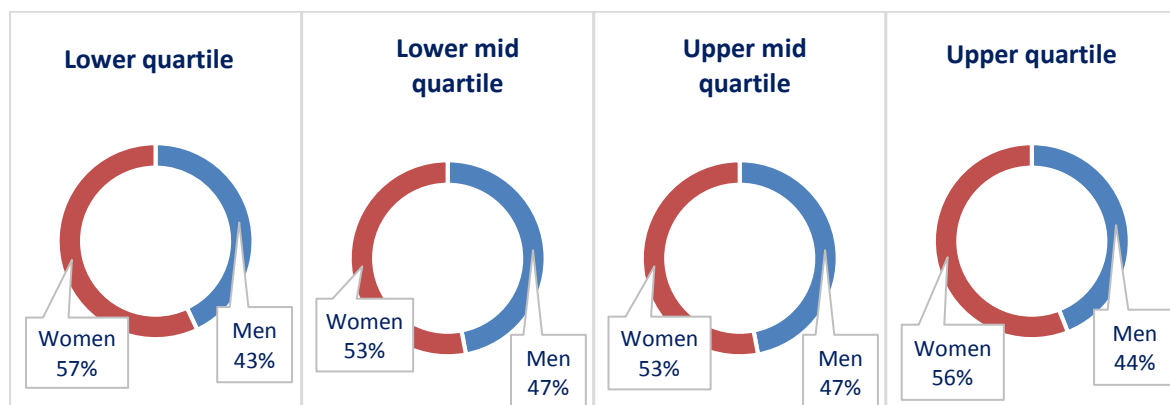
Gender pay reporting is a legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men and women at all levels of the organisation and the average hourly rates of pay across the organisation as a whole.

Our data is collected on the snapshot date of 5 April 2024, when our workforce consisted of 162 men and 201 women.



Proportion of men and women by pay quartile

Gender pay gap reporting requires us to divide our workforce into four equal parts (quartiles) by hourly rate and show the percentage of men and women within each of the quartiles:



Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that men and women receive. This provides an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of men and women in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle values.

Gender pay gap	2024	2023	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	-2.5%	-0.6%	5.7%	3.2%	-1.5%	10.3%	9.3%	16.2%
Median gender pay gap in hourly pay	0%	5.1%	4.5%	3.4%	-3.2%	1.0%	2.7%	9.1%

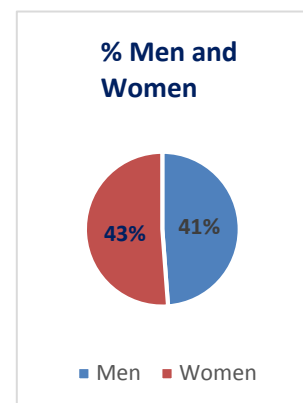
The mean (average) hourly rate paid to men in our workforce was -2.5% lower than the mean (average) hourly rate paid to women in April 2024. The difference in hourly rates of pay, as a median average, was the same for men and women. This represents a decrease in our mean gender pay gap of 1.9% and a 5.1% decrease as a median average based on our gender pay gap in 2023. It should be noted that on the snapshot date the Executive had reduced from two men and one woman to one man and one woman which had a favourable impact on the mean gender pay gap. It is also important to note the 2021 and 2020 calculations were lower than they would have ordinarily been due to staff being on furlough (reduced pay) as a result of the Covid-19 pandemic and therefore being excluded from the calculation.

There continued to be a higher percentage of women in the upper pay quartile (56%), although this is a 2% reduction from the last reporting period (2023: 58%). There was, however, a 4% increase of women in the upper-mid pay quartile (53%) from the last reporting period (2023: 49%). There was an increase in the percentage of women in the lower pay quartile (57%) from the last reporting period (2023: 48%) and a reduction in the percentage of women in the lower mid-quartile (53%) from the last reporting period (2023: 63%).

Proportion of men and women receiving a bonus payment

41% of men and 43% of women were awarded and paid an honorarium, bonus or commission payment (“bonus payment”) in the 12-months leading up to the snapshot date of 5 April 2024. The number of men receiving a bonus payment decreased by 17% and the number women decreased by 24% in this period compared to the 2023 period. Of the 154 people receiving a bonus payment, 44% were men and 56% were women.

Commission payments are classified as bonus payments under the gender pay gap reporting requirements. Commission payments, awarded for the sale of souvenir guidebooks, were included within the gender bonus pay in the 12-months leading up to the snapshot date. Four men and five women received honorarium payments for undertaking additional responsibilities.



Bonus payments were paid to two members of the Executive in the form of non-consolidated performance related payments, based on successful delivery of objectives and key priorities. The bonuses included in the snapshot date of 5 April 2024 relate to payments made in the financial year 2023-24 in respect of performance in 2021-22 and 2022-23. The Executive staffing group who received performance-related bonus payments consisted of one man and one woman.

Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus payment that men and women receive. There was a significant increase (71%) in the mean gender bonus pay gap from the last reporting period meaning this was more favourable for men in this bonus period. This was due to a 346% increase in the average honorarium payment made to men and a 54% decrease in the average honorarium payment made to women. Although there was one more woman receiving an honorarium payment than men, the value of the honorarium payments made to men in total was greater due to the difference in salaries (honorarium payments are based on salary) and the duration of honorarium payments received (honorarium payments are paid monthly and the duration varies according to business need). There was a 28% reduction in the average commission payment for souvenir guidebook sales made by men compared to the 2023 period. There was a 34% increase in the average commission payment for souvenir guidebook sales made by women compared to the 2023 period.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. There was a decrease (-9.7%) in the median gender bonus pay gap from the last reporting period (2023: -7%) although this still remained more favourable for women.

Gender bonus gap	2024	2023	2022	2021	2020	2019	2018	2017
Mean gender bonus gap	9.7%	-61.6%	58.5%	83.5%	-98.9%	76.3%	76.1%	46.3%
Median gender bonus gap	-16.7%	-7.0%	-92.4%	-55.0%	-34.0%	-140%	11.1%	78.7%

Addressing the gender pay gap

Our mean gender pay continues to be more favourable to women and for the first time we have no median gender pay gap, with median gender pay the same for both men and women. We accommodate flexible and hybrid working arrangements wherever possible, supporting staff if they need to care for others or for those who are returning to work after having a child or those who benefit from more flexible patterns of working. Work continues to be undertaken to support career progression and development. We are committed to offering these opportunities to all staff, regardless of gender.

Declaration

I confirm the gender pay gap data contained in this report is accurate.



Sarah Dennis
Executive Director of Resources