

# Diversity Travel - Gender Pay Gap Report 2025

diversity  
travel



# Introduction

Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Organisations must report on data using a specified ‘snapshot date’ relevant to their sector, to report annually on their gender pay gap. The calculations are based on a ‘snapshot date’ of 31st March for public sector organisations, and 5th April for the private and voluntary sectors.

At Diversity Travel, although we are not obliged to complete a Gender Pay Gap Report due to our headcount, we wish to proactively make positive enhancements to our practices based on insights gained from our analysis of the data set out within this Report.

Our last Gender Pay Gap Report was compiled in 2023, and therefore the data from this last Report has been used for comparison in the tables below.



# What is the Gender Pay Gap?



The Gender Pay Gap is the average difference between how much men and women are paid within an organisation, and it is shown using six measures as follows:

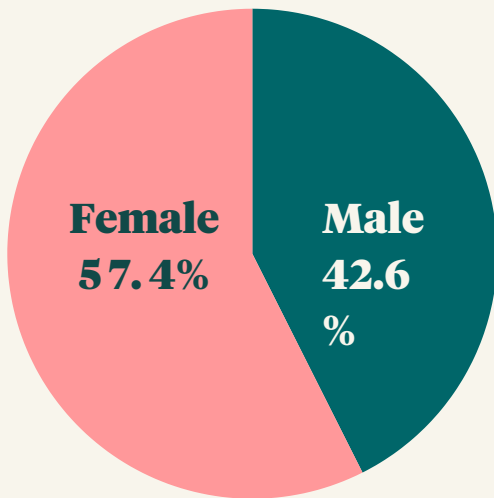
1. **Median Gender Pay Gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Mean Gender Pay Gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Median Bonus Gap** – the difference between the median bonus payments made to male relevant employees and that paid to female relevant employees
4. **Mean Bonus Gap** – the difference between the mean bonus payments made to male relevant employees and that paid to female relevant employees
5. **Bonus Proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile Pay Bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands

# Our Workforce Gender Diversity



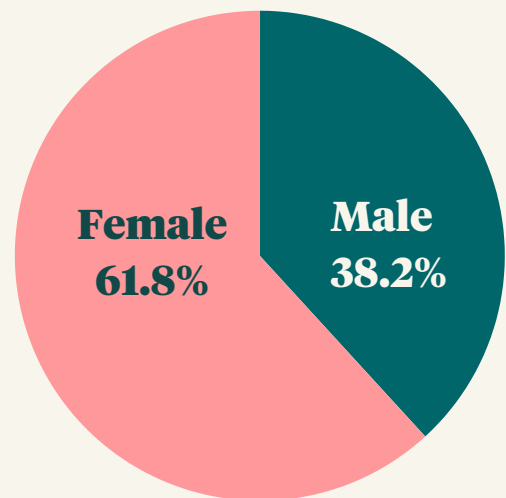
## All Company Split

● Male ● Female



2023

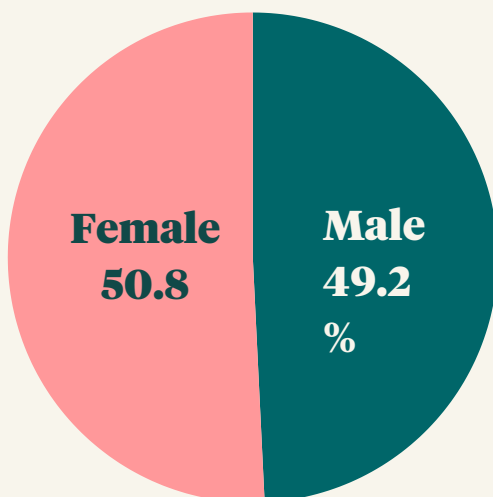
● Male ● Female



2025

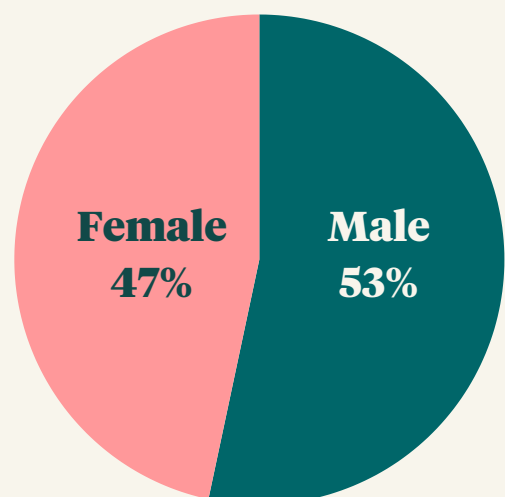
## Total Senior Managers Split

● Male ● Female



2023

● Male ● Female



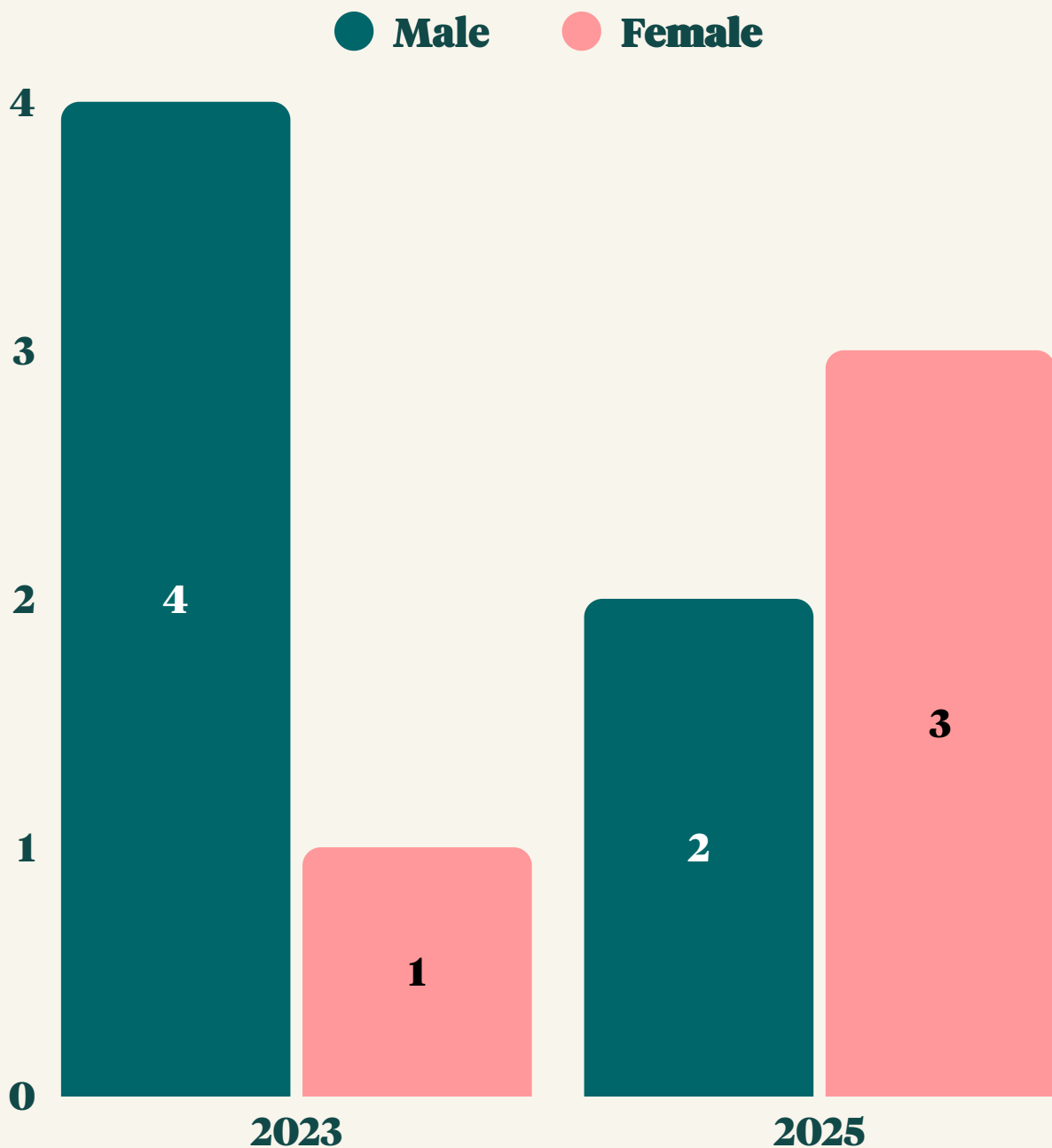
2025

# Our Workforce

## Gender Diversity



### Total Board Members Split

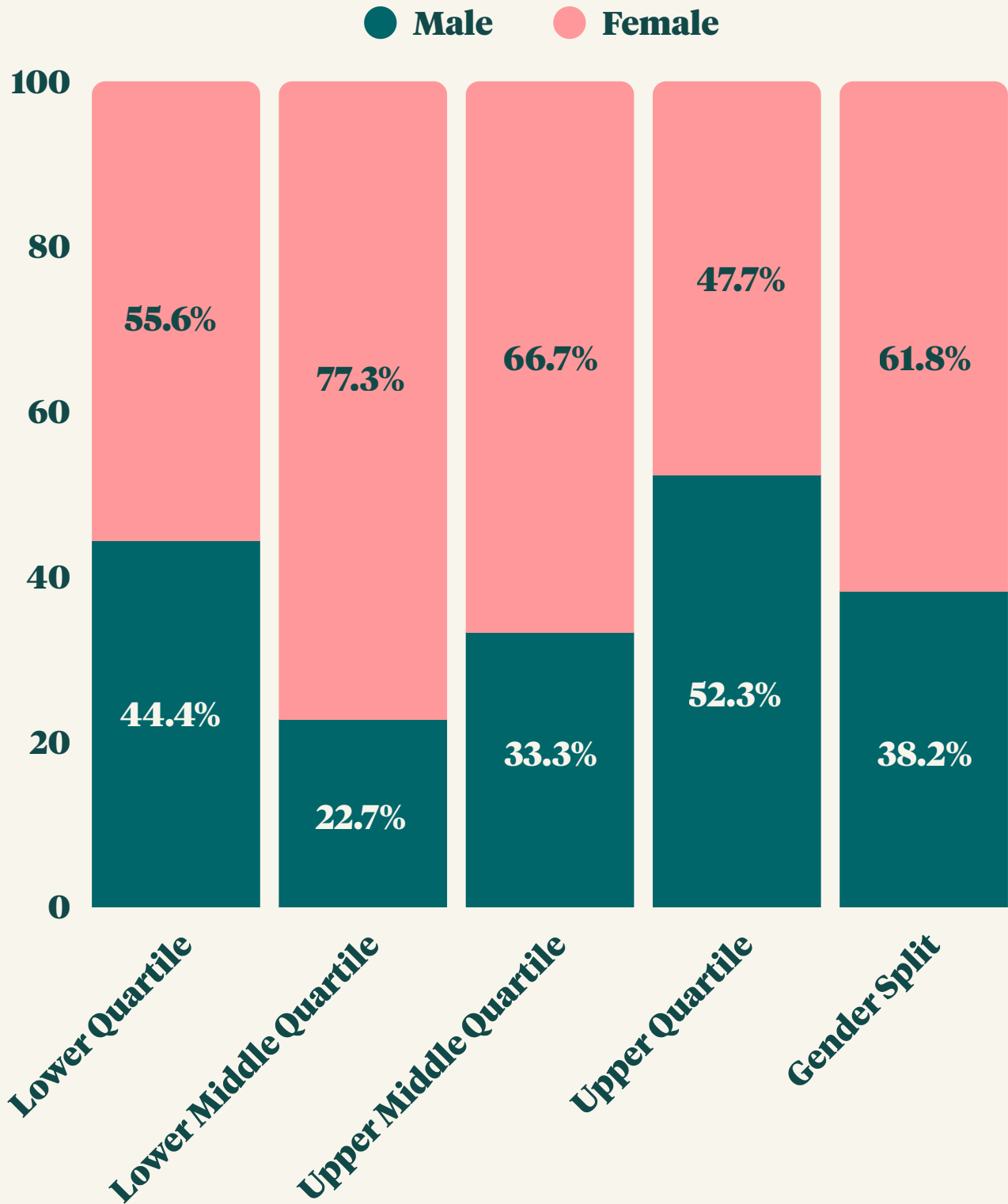


# Our Gender Pay Gap Measurements



	2023	2025
Median Gender Pay Gap	6.30%	10.40%
Mean Gender Pay Gap	5.80%	9.83%
Mean Bonus Pay Gap	23.90%	25.66%
Median Bonus Pay Gap	35.00%	37.1%
Proportion Males receiving Bonus	64.00%	73.53%
Proportion Females receiving Bonus	67.20%	83.33%

# Our Quartile Pay Bands



# Executive Summary



At Diversity Travel, we are proud to be a purpose-led organisation with a strong commitment to equity, diversity, and inclusion across all areas of our business. In 2025, we continue to build on this commitment through transparency in our gender pay gap reporting and by taking active steps to reduce pay disparities where they exist.

This report provides an analysis of the Gender Pay Gap (GPG) across the organisation, with an in-depth focus on Business Travel Consultants (BTCs), who make up the largest employee group performing the same role. While there are still differences in hourly and bonus pay between men and women across the wider organisation, our data shows that equal pay is being achieved in like-for-like roles.

**National Context & Our Position** According to the Office for National Statistics, the national median gender pay gap in 2024 was 7.00%. At Diversity Travel, the median gender pay gap stands at 10.4%, while the mean gender pay gap is 9.83%. Bonus pay differences are more pronounced, with the mean bonus pay gap at 25.66% and the median bonus pay gap at 35.00%.

While these figures are currently above the national average, they reflect industry-wide patterns. Travel Weekly reported in May 2025 that the gender pay gap in the travel sector increased in 2024, making this a broader challenge across our sector. At Diversity Travel, we are committed to not only understanding these gaps but actively reducing them through focused initiatives.

# Executive Summary



## Understanding the Gender Pay Gap

It's important to understand that a gender pay gap does not necessarily mean unequal pay for equal work. The Gender Pay Gap reflects the distribution of men and women across different roles and pay levels, whereas Equal Pay examines pay differences between individuals doing the same or equivalent roles.

At Diversity Travel, our commitment to Equal Pay is strong, and we are proud to report that in roles where men and women do the same job, such as Business Travel Consultants, women are paid equally or slightly more than men on average.

However, we continue to see a gap at an organisational level due to a lower proportion of women in higher-paid roles. While women make up 61.8% of the workforce, only 47.7% of those in the upper pay quartile are women. This highlights an opportunity to further support the progression of women into senior and higher-paying positions.

## Positive Progress: Representation and Equality in Base Pay

We are encouraged by the progress we have made in recent years: The proportion of women in our workforce has grown from 57.4% in 2023 to 61.8% in 2025. In 2024, the national split of employed individuals in the UK was approximately 51% women and 49% men.

Women are increasingly represented in STEM, senior leadership, and other strategically important areas.

In roles with consistent job scope, such as BTCs, base pay is equal or in favour of women, demonstrating our strong record on Equal Pay. These outcomes reflect our ongoing investment in fair recruitment, progression, and reward practices.

# Executive Summary



## Organisation-Wide Gender Pay Gaps

Across the organisation, the mean hourly pay for women is £20.05, compared to £22.23 for men, resulting in a mean pay gap of 9.83%. The median hourly rate is £17.23 for women and £19.23 for men, giving a median gap of 10.4%. The median bonus pay gap is 37%, and the mean bonus pay gap is 25.7%.

Despite these differences, it's notable that a higher percentage of women (83%) received a bonus compared to men (74%), suggesting broad and inclusive access to our incentive programmes.

## Pay Quartile Distribution

The distribution of genders across pay quartiles further explains the observed gaps. Women make up:

- 47.7% of the upper quartile
- 66.7% of the upper middle quartile
- 77.3% of the lower middle quartile
- 55.6% of the lower quartile

These figures indicate strong female representation in the middle of the pay structure but fewer women in the most senior and highest-paid roles. We also note a higher proportion of men in the lower and upper quartiles.

# Executive Summary



## **Focus Area: Business Travel Consultants (BTCs)**

Given that BTCs represent the largest group of employees doing the same role, we analysed this population in more detail. Encouragingly, women make up nearly 63% of BTCs, and in this role, women earn £1.51 more per hour on average than men due to tenure and experience within the sample group. The median hourly pay for women is also £1.49 higher than for men, indicating strong parity, or better, in base pay.

However, differences remain in bonus pay. On average, men receive 23.5% more in bonuses, and the median difference is 25.8%. This gap is not due to base salary but likely relates to:

**Working patterns:** A number of female BTCs work part-time (8 within the current group), reducing overall bonus eligibility.

**Shift types:** Currently, the majority of roles covering hours outside of core business times are held by women, with only one of these positions occupied by a man. These shifts tend to offer higher base pay and lower bonus pay due to the nature of the work.

To address this imbalance and ensure equitable access to bonus-earning opportunities, we may explore ways to attract a more gender-diverse applicant pool for out-of-hours roles. However, we also recognise that women may be more inclined to apply for these roles, potentially due to greater flexibility around caring responsibilities which is a reflection of broader societal norms.

# Executive Summary



## Our Commitment and Next Steps

We are proud of the progress we've made, particularly in ensuring Equal Pay and increasing female representation but we acknowledge there is still work to do.

### Immediate Actions

Identify and address any barriers to women accessing higher-paying opportunities, including coaching, mentoring, or development pathways.

### Strategic Initiatives

In Q3 2025, we will launch a comprehensive Job Evaluation and Grading Project to:

- Develop a transparent, structured salary banding framework
- Ensure consistency and fairness across all job roles
- Support progression through clear, equitable career paths
- Continue promoting internal career development, particularly into senior roles, and ensure access is not limited by working pattern or location.

# Conclusion



We are encouraged by the direction of travel:

- Women are well represented across our organisation and earn equally or more than men in like-for-like roles such as BTCs.
- We have strong foundations in Equal Pay.
- Our upcoming strategic projects, including job evaluation and grading, will bring greater transparency and fairness, and are expected to significantly support long-term progress.

We are committed to creating an environment where all employees, regardless of gender, working pattern, or background can thrive, progress, and be fairly rewarded at Diversity Travel.

**If you would like to discuss any of the information in this report, please contact:**

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