

Darwin Escapes Gender Pay Gap Reporting as at 5th April 2022

In line with our regulatory reporting requirements, the tables below set out Darwin Escapes Gender Pay Gap results as at 5th April 2022.

The calculations show the mean and median percentage figures as a percentage of men's pay.

	Mean %	Median %
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Darwin Contract Management Ltd

Pay	2.7	2.0
Bonus	-52.4	9.5

Darwin (North West) Ltd

Pay	5.8	-5.2
Bonus	71.4	78.7

Darwin Leisure Development Management Ltd

Pay	12.7	2.8
Bonus	-80.6	-93.33

Darwin Escapes Group (totals)

Pay	5.3	2.0
Bonus	50.2	57.6

The calculations relate to the percentage of staff receiving a bonus.

Male %	Female %
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Darwin Contract Management Ltd

6.0	21.8
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Darwin (North West) Ltd

14.4	7.5
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Darwin Leisure Development Management Ltd

4.3	16.5
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Darwin Escapes Group (totals)

7.5	16.7
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The calculations show the proportion of females and males in each quartile pay band.

Quartile	Male %	Female %
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Darwin Contract Management Ltd

Lowest	50.00	50.00
2nd	63.24	36.76
3rd	57.35	42.65
Highest	69.12	30.88

Darwin (North West) Ltd

Lowest	50.0	50.0
2nd	59.09	40.91
3rd	44.19	55.81
Highest	54.55	45.45

Darwin Leisure Development Management Ltd

Lowest	50.0	50.0
2nd	50.0	50.0
3rd	47.62	52.38
Highest	71.43	28.57

Darwin Escapes Group (totals)

Lowest	50.0	50.0
2nd	56.86	43.14
3rd	55.84	44.16
Highest	62.34	37.66

I confirm that the information contained in this report is accurate.



Drew Campbell
Operations Director