

Darwin Escapes Gender Pay Gap Reporting as at 5th April 2023

In line with our regulatory reporting requirements, the tables below set out Darwin Escapes Gender Pay Gap results as at 5th April 2023.

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	3.36	0
Bonus	-245.62	-150

Darwin (North West) Ltd

Pay	14.49	5.54
Bonus	77.59	0

Darwin Leisure Development Management Ltd

Pay	8.6	6.47
Bonus	-428.94	-50

Darwin Escapes Group (totals)

Pay	7.39	2.78
Bonus	47.96	-50

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

Male %	Female %
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Darwin Contract Management Ltd

20.10	24.12
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Darwin (North West) Ltd

22.56	18.42
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Darwin Leisure Development Management Ltd

28.79	32.46
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Darwin Escapes Group (totals)

24.83	27.44
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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	50.72	49.28
2nd	61.76	38.24
3rd	52.94	47.06
Highest	55.88	44.12

Darwin (North West) Ltd

Lowest	48.84	51.16
2nd	45.24	54.76
3rd	40.48	59.52
Highest	61.90	38.10

Darwin Leisure Development Management Ltd

Lowest	56.25	43.75
2nd	36.17	63.83
3rd	68.09	31.91
Highest	68.75	31.25

Darwin Escapes Group (totals)

Lowest	55.70	44.30
2nd	44.94	55.06
3rd	55.06	44.94
Highest	61.39	38.61

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



Drew Campbell
Operations Director