



# Carnival UK Gender Pay Report Fleet

April 2022

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# Introduction

This report provides details of the gender pay gap for onboard employees, employed by FMSI (Fleet Maritime Services International), on Carnival UK's ship Britannia. Carnival UK is most widely recognised by its famous brands P&O Cruises and Cunard.

Carnival UK as part of the Carnival Corporation, is committed to a positive and just corporate culture, based on inclusion and the power of Diversity. Our people are the heart of the business and we're committed to developing a workforce that reflects the diversity of our communities. We think that not only is it imperative in developing a sustainable organisation, but it's also simply the right thing to do. Carnival UK continues to focus on creating an inclusive environment to attract the best talent and to enable our people to innovate and grow regardless of background, belief or preferences.

We welcome pay gap reporting as we're committed to closing our gender pay gap with long-term solutions focussed on a gender-balanced talent pipeline and supporting women to progress their careers with us. Equally, this takes time and so we're alive to tactical opportunities to bring more diversity into our business at senior level in the near term.



**Enrique Miguez**  
Director, FMSI

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# What is this report about?



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This report provides details of our gender pay gap for the onboard employees, employed by FMSI on Carnival UK's ship Britannia, based on data from April 2021. At this time, Britannia was the only United Kingdom registered ship within the fleet and is accordingly the only ship for which this reporting obligation applies.

We paused operations on our ships during the pandemic. Without guests onboard, our ships were in a period known as 'lay up'. During this time we only had essential crew members onboard to look after the vessel. During the time of this snapshot, Britannia was in lay up and so the colleagues onboard at the time were mostly from the Deck and Technical departments. This is not representative of the make up of our team when in normal operations.

We are not legally required to report on our gender pay gap for the fleet this year because the number of employees falls below the reportable number. We have chosen to voluntarily create this report due to our commitment to diversity, equity and inclusion.

The gender pay gap measures the difference in mean and median earnings (for pay and for bonuses) between all women and all men across an organisation, regardless of position held. Gender pay is different to equal pay. Equal pay is when there is no difference in pay between men and women who carry out the same or similar jobs. Our compensation is informed by an external job evaluation methodology, salary benchmarking and associated guidelines, to guide objective gender-neutral decision making around pay.

We recognise that the current gender pay gap legislation does not take into account individuals who identify as non-binary. However, as an inclusive employer we strive for inclusion and fairness regardless of how individuals identify.

## Mean gap explained

The 'mean' is the 'average'. The mean gender pay gap for salaries is found by comparing the mean female salary with the mean male salary, for which we look at the average hourly rate of pay of women and men at Carnival UK in April 2021. The same calculation is applied to determine the mean gender pay gap for bonuses, but for this we look at bonuses paid over a 12 month period to April 2021.

## Median gap explained

The 'median' is the 'middle point' and best understood by thinking in terms of a list. If we listed the salaries of all female employees in order of highest to lowest and did the same for all male employees, the median gender pay gap is calculated by taking the salary that falls in the middle of each list and comparing them. The same calculation is also applied to determine the median gender pay gap for bonuses paid, but for this we look at bonuses paid over a 12 month period to April 2021.

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# Gender pay gap summary



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## Key Dates

- The 2021 snapshot is 5 April 2021 therefore April payroll data has been used to calculate our gender pay gap.
- Bonuses earned from period 6 April 2020 – 5 April 2021 have been used to calculate our bonus gap.
- At this time, Britannia was the only United Kingdom registered ship within the fleet and is accordingly the only ship for which this reporting obligation applies. Fleet data is restricted to FMSI employed ship's company embarked on Britannia at the snapshot date.
- We paused operations on our ships during the pandemic and our ships were in a period known as 'lay up'. During this time we only had essential crew members onboard to look after the vessel. Britannia was in lay up during the time of the snapshot and the entirety of the period of the bonus year.
- We are not legally required to report on our gender pay gap for the fleet this year because the number of employees falls below the reportable number. We have chosen to voluntarily create this report due to our commitment to diversity, equity and inclusion.

## Headlines

- The median pay gap has increased from -1% to 52% and the mean pay gap has increased from 13% to 16.7%.
- The median bonus gap has increased from 18% to 118% due to the absence of the bar incentive scheme.
- The make up of the team will have varied significantly to usual times because there were mostly Deck and Tech department colleagues onboard and very few Hotel department colleagues. This snapshot included 233 colleagues of which only 22 were female.
- Even pre-pandemic, the year on year comparison for the FMSI group of employees on Britannia doesn't provide us with a useful trend in data because of the variance of the colleagues who make up this group and the nature with which they move around the fleet.

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# Achieving gender balance



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The pandemic had a significant impact on all industries, especially travel, and we're incredibly proud and grateful to our colleagues for the resilience and adaptability shown in these really challenging times. The business had to make many difficult decisions and the shape of our workforce changed considerably. Our first ship (Britannia) resumed sailings to create unforgettable holiday happiness in June and we've continued to rebuild since. The return to service has allowed us to welcome back former colleagues as well as welcome new talent to our business, and we continue to identify where we need to further grow and develop our workforce. As we do this, diversity, equity and inclusion will remain at the forefront of our strategy.

Outlined opposite are some initiatives that we've been delivering and future projects that we're committed to.

## Attraction and Retention

- Embarking on a strategic workforce planning exercise, notably focused around diversity in maritime officer roles
- Establishing a People Insight function which will start research activity in order to understand sentiment, particularly in under represented groups, towards careers in the cruise industry and our brands
- Utilising this insight to inform our employer brand narrative and our employee proposition
- Introducing minimum diversity requirement when shortlisting candidates for SMT and HoD positions
- Inclusive recruitment training for our colleagues and our Global Talent Partners

## Engagement

- Development of Ship Experience Groups to act as a mechanism for employee voice
- Utilising our new relationship with Women in Hospitality, Travel and Leisure (WiHTL), Inclusive Employers, Business Disability Forum and Stonewall.
- Increased reporting and visibility of DEI metrics, which will be reviewed by FLT (Fleet Leadership Team) on a monthly basis
- Create a diversity advisory board (internal and external representation) to provide insight and strategic direction on DEI
- Launching a 'Speak Up' toolkit to encourage people to have open conversations about interpersonal impact

## Growth

- Long term programme of activity to drive Inclusion and Respect is being embarked on with a view to educate, review processes and monitor our inclusive culture. This will include learning modules and engagement campaigns.
- Developing a management essentials training module to deliver clear set of expectations for our line managers as leaders of people



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# Statutory declaration and further information

If you would like to know more about the Gender Pay Gap Reporting Regulations, further details can be found here:

[www.gender-pay-gap.service.gov.uk](http://www.gender-pay-gap.service.gov.uk)

In addition, ACAS has provided a full description of the reporting requirements and the distinction between gender pay reporting and equal pay here:

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

“*I confirm the information in this statement as required by the Gender Pay Gap Reporting Regulations is accurate.*”



**Enrique Miguez**  
Director, FMSI



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