



# Carnival UK Gender Pay Report Fleet

April 2023

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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 ships Britannia and Iona. 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 dedicated to developing a workforce reflective of our wider teams, the communities we visit, our guests and our values. Our goal is to create an environment where everyone can be themselves and for Carnival UK to be known and chosen for its inclusive culture. 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 whatever their 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 ships Britannia and Iona, based on data from April 2022. At this time, Britannia and Iona were the only United Kingdom registered ships within the fleet and are accordingly the only ships for which this reporting obligation applies.

Whilst the number of employees falls below the legally reportable number this year, we are reporting anyway, 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 however an individual chooses to 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 2022. 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 2022.

## 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 2022.

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# Gender pay gap summary



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## Key Dates

- The 2022 snapshot was taken 5 April 2022 therefore April payroll data has been used to calculate our gender pay gap.
- The large percentage decrease in the headlines is likely down to the low reportable numbers, which are based on a snapshot of time where not all roles were filled.
- Bonuses earned from period 6 April 2021 – 5 April 2022 have been used to calculate our bonus gap.
- The data is limited to FMSI employed ship's company embarked on Britannia and Iona at the snapshot date.

## Headlines

- The median pay gap has decreased from 52% to 5.1% and the mean pay gap has decreased from 16.7% to 5.1%.
- This snapshot included 1671 relevant employees for pay.
- The median bonus gap has decreased from 118% to 18.1%.
- 49.4% of male employees received some kind of bonus, and 52% of female employees received some kind of bonus.



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# Achieving gender balance

As we continue to work in a post-pandemic environment, we are navigating new challenges within our fleet and are extremely grateful to all of our fleet colleagues for their dedication and commitment to creating unforgettable holiday happiness. We are passionate and driven to keep diversity, equity and inclusion at the forefront of our strategy.

The next two pages will outline some initiatives that we've been delivering and future projects that we're committed to.

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# Achieving gender balance

## Attraction and Retention

### What have we done?

- Created promotional careers video featuring female employees;
- improved diversity in our cadet programme with focus on continuing these improvements;
- removed gender-biased language from job descriptions and role advertisements;
- reviewed language used in interviews for certain roles to ensure they were accessible;
- introduced more effective cultural assessment impacts to use as we introduce new source markets;
- established 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.

### What we're committed to

- Embarking on a strategic workforce planning exercise, notably focused around diversity in maritime officer roles;
- using relevant employee insight to inform our employer brand narrative and our employee proposition so that we attract more diverse talent;
- dialling up our DEI message in our employer brand activities;
- ensuring diversity is reflected in our recruitment materials across all ranks and roles.



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# Achieving gender balance

## Growth

### What have we done?

- Embedded inclusion within Culture Essentials behavioural expectations;
- developed a new performance management process, focused around behaviours within our Culture Essentials;
- updated induction training, at the start of every contract, which focuses on behaviours within our Culture Essentials;
- enhanced Fleet Pregnancy and Primary Carer Leave Policy including how we'll help monitor the important early stages of pregnancy and enable a return to work of up to five years after the baby is born (applicable to mothers, fathers and adoptive parents);
- began a regular drumbeat of learning, communications and engagement across a number of inclusion topics, empowering the community across our fleet to live and work together respectfully and harmoniously;
- established a Female Maritime Officers group to connect colleagues, provide support and guidance to female officers working at Carnival UK;
- regularly captured speak up themes and use them to develop action plans to focus emphasis on policy, communications and learning.

### What we're committed to

- Continuing our long term programme of activity to drive Inclusion and Respect, with a view to educate, review processes and monitor our inclusive culture. This will include learning modules and engagement campaigns. Topics include favouritism/banter, inappropriate jokes, and working cross cultures;
- launching new training and materials on sexual misconduct prevention and harassment across all ships;
- creating management & leadership development interventions to deliver clear set of expectations for our line managers and including how to enhance the performance of diverse teams;
- profiling our diverse leaders to provide aspirational role models to encourage team members from all communities to progress their careers.

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# Achieving gender balance

## Engagement

### What have we done?

- Sustained a regular drum of communications on the topic of inclusion including case studies, success stories, engagement events and thought leadership;
- celebrated Carnival UK Pride – increasing visibility of non-binary gender and sexuality challenges in the workplace;
- shared organisation's experiences and developed organisational subject matter knowledge through external events including D&I Leaders Forum and WiHTL (Women in Hospitality, Tourism and Leisure);
- celebrated National Inclusion Week by inviting Rosie Jones, Comedian, to talk about the benefits of inclusion and her experience as a lesbian woman in a male dominated industry;
- launched a 'Speak Up' toolkit to encourage people to have open conversations about interpersonal impact;
- updated our Fleet Appearance policy;
- ran Life on Board Survey and associated action planning with the results.

### What we're committed to

- Ensuring our Employee Led Networks are inclusive of fleet colleagues;
- utilising our relationship with Women in Hospitality, Travel and Leisure (WiHTL), Inclusive Employers, Business Disability Forum and Stonewall to continue education across all DEI topics and keep up to date with industry best practices;
- increasing reporting and visibility of DEI metrics;
- creating a diversity advisory board (internal and external representation) to provide insight and strategic direction on DEI;
- re-accrediting Carnival UK (currently bronze standard) through Inclusive Employers as part of their Inclusive Employers Standard.

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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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