

Our 2018 gender pay results

Snapshot data for period 5 April 2018 are given.

	VAL (combined business)	Virgin Atlantic	Virgin Holidays
Mean hourly pay gap	58.9%	58.8%	33.7%
Median hourly pay gap	30.9%	30.0%	23.1%
Mean bonus pay gap	64.5%	73.6%	38.1%
Median bonus pay gap	41.1%	44.0%	19.9%
% receiving a bonus (M/F)	93% (M) 94% (F)	93% (M) 93% (F)	96% (M) 96% (F)
% of women/men in the four quartiles of the pay band (M/F)			
Q1	22% (M) 78% (F)	23% (M) 77% (F)	13% (M) 87% (F)
Q2	26% (M) 74% (F)	28% (M) 72% (F)	17% (M) 83% (F)
Q3	36% (M) 64% (F)	39% (M) 61% (F)	18% (M) 82% (F)
Q4	70% (M) 30% (F)	72% (M) 28% (F)	41% (M) 59% (F)