

GENDER PAY GAP

REPORT 2021



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Introduction

This report is the first submission following the Covid -19 Pandemic and reflects the huge impact the pandemic had on the Aviation Sector. London City Airport was closed for a number of months, undertook a restructuring programme in November 2020 and utilised the Government Furlough support payment scheme to protect as many jobs as possible. Many "relevant" (as defined by Gender Reporting Guidelines) staff were furloughed in April 2020 through to October 2020, when this data period was processed, which means they received lower pay than normal and therefore can not be included in any Full Pay Relevant calculations.

All of the above means that in April 2021 the number of Full pay Relevant Male staff for the purposes of reporting was 158 vs 501 in April 2020 and the number of Full Pay Relevant Female staff in April 2021 was 78 vs 206 in April 2020. Whilst the vast majority of roles are paid equally, the smaller total number is more skewed by individual roles where there is only one job holder without a comparator.

Despite the above London City Airport workforce continues to be 1/3 female and 2/3 male, and our efforts persist to promote female representation in all areas of the business. This will continue to be a focus for us, and it will be achieved through active positive role modelling, as well as continued support of leading initiatives with local groups and schools to highlight career options for females at the airport.



Our work with the Women in Aviation initiative aims to inspire East London female students to choose science, technology, engineering, or maths (STEM) subjects and pursue a career in aviation. This work is ongoing, alongside our involvement in the Official Women in Aviation and Aerospace Charter, which commits to gender balance across all levels of the aviation industry - creating an environment where talent is nurtured regardless of race, gender, religion, or ethnicity.

Michael Spiers
Chief People Officer



Quartile Data

- This shows the Male vs Female split in 4 pay quartiles across London City Airport.
- These results largely reflect the 1/3 Female vs 2/3 Male employee population at London City Airport.
- In 2021 there has been an increase in the Female population in Quartiles A, B & D.

	Male	Female
		
Quartile A Lower	64%	36%
Quartile B Lower Middle	58%	42%
Quartile C Upper Middle	83%	17%
Quartile D Upper	63%	37%

Bonus Pay Gaps

This data usually shows the number of Male vs Female employees who received a bonus and the Mean/Median Bonus Pay Gap between Males and Females at London City Airport.

Gender Proportion Bonus Pay Gap

There is no Gender Proportion Bonus Pay Gap for 2021 as no bonuses were paid.

Mean Bonus Pay Gap

There is no Mean Bonus Pay Gap for 2021 as no bonuses were paid.

Median Bonus Pay Gap

There is no Median Bonus Pay Gap for 2021 as no bonuses were paid.

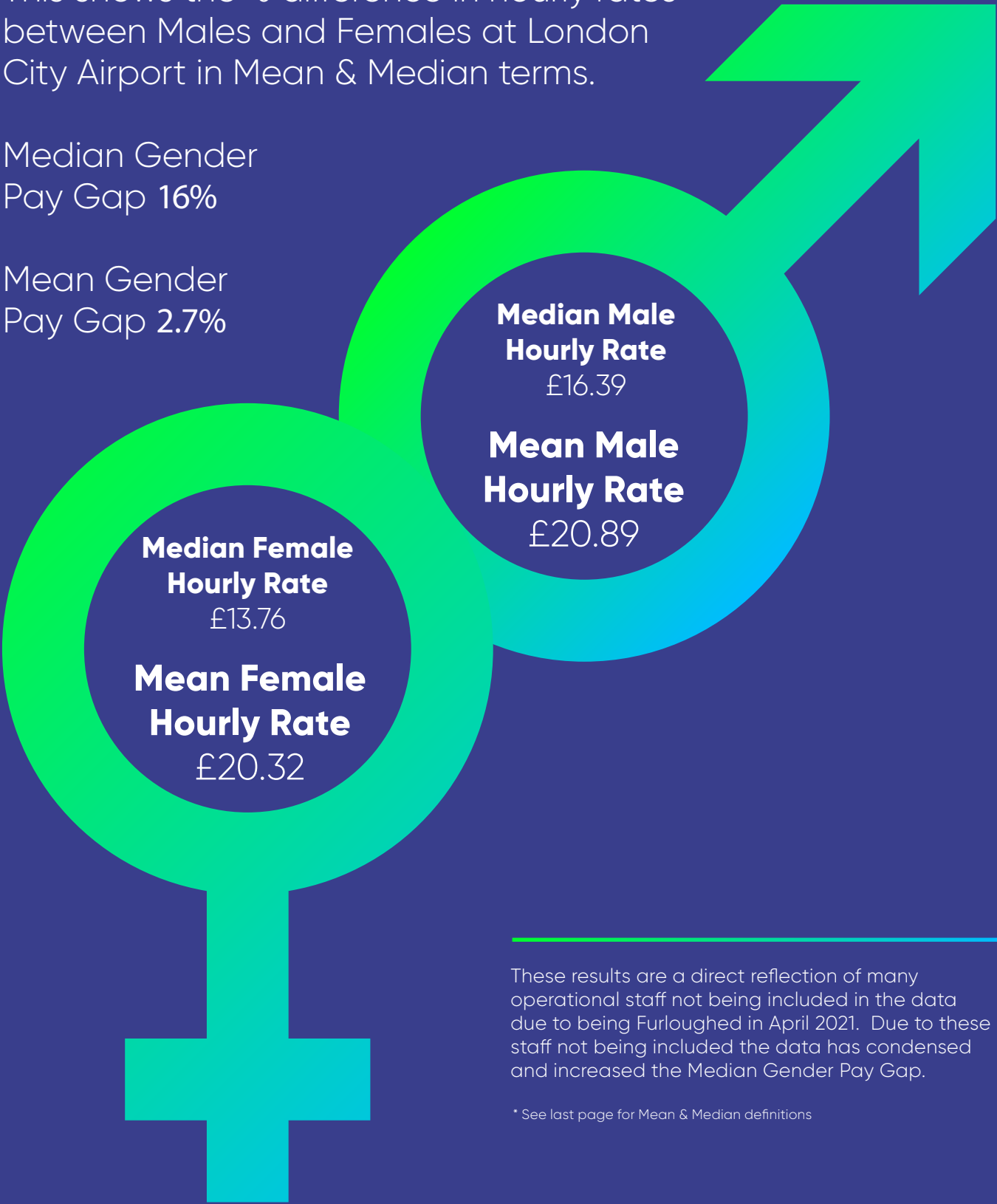


Mean & Median

This shows the % difference in hourly rates between Males and Females at London City Airport in Mean & Median terms.

Median Gender Pay Gap 16%

Mean Gender Pay Gap 2.7%



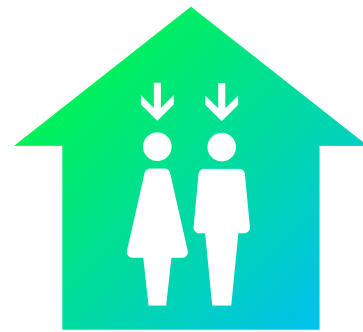
These results are a direct reflection of many operational staff not being included in the data due to being Furloughed in April 2021. Due to these staff not being included the data has condensed and increased the Median Gender Pay Gap.

* See last page for Mean & Median definitions

Summary

Mean & Median hourly rates have increased this year and the Median Gross hourly rate difference has increased significantly. This is because the data is far more condensed than in previous years.

There is a reduction of 12.5% in Full Pay relevant operational roles due to furlough, therefore the data has a higher number of managerial roles included.



Also due to the reduced number of Full Pay relevant employees, staff who would usually sit within Quartile B are in Quartile C and those usually in Quartile C are in Quartile D.



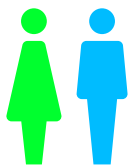
This significant change makes the comparing of the results from previous years challenging as so much has changed, however, this data is going to be an outlier as next year there will be no furlough to consider so we will have all our operational staff included in the Full Pay Relevant calculations.

Action Plan

- We would like to achieve a more balanced male vs female population at all levels across the business with an initial aim to increase the % of female job holders across the business, especially where women are under-represented.
- This will be achieved through active positive role modelling and continued support of initiatives with local groups and schools (e.g., STEM) to highlight career options for females at the airport.
- We will continue to ensure all job adverts are Gender neutral (unless a supported legal requirement otherwise) and inclusive language is being used.



Definitions



Gender Pay

This looks at the pay differences between Men and Women in the organisation. It is easy to confuse Gender Pay with Equal pay, but they are not the same.



Equal Pay

Equal pay requires people doing the same / equivalent work to be paid the same salary so does not specifically focus on gender.



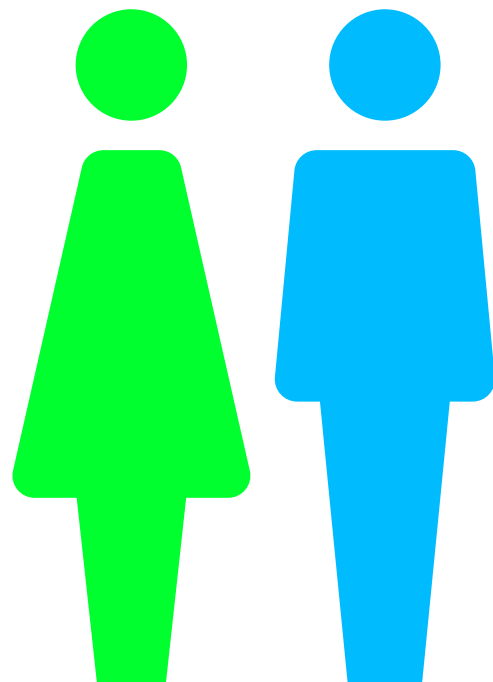
Mean

Also known as the arithmetic average. The mean is found by adding up all the given data and dividing by the number of data entries.



Median

The median is the middle number. First you arrange the data entries in increasing order of size. The median is the number in the middle between lowest and highest.



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