GENDER
PAY GAP

LON❤ON

**CITY
AIRPORT**

londoncityairport.com

Introduction

2022 Gender Pay Gap Report is much more reflective of the reports we saw pre 2021. All restrictions in relation to furloughed employees, which distorted the 2021 data, have been removed and the 2022 report reflects all LCY Operational Full Pay Relevant employees.

Due to the 2021 report representing a much lower LCY population, owing to Covid Restrictions, we have compared the quartiles in this report against 2020 data which was the last report that represented all LCY Operational Full Pay Relevant employees.

London City Airport workforce has historically been 70% male and 30% female, however 2022 data shows a move towards a 60/40 split which is very positive. We have seen increases in Female representation within our heavily male dominated areas which has helped with this.

Increasing this further will remain a focus for us, and we will continue to promote 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

LONDON CITY AIRPORT GENDER PAY GAP REPORT 2022

Quartile Data

This shows the Male vs Female split in 4 pay quartiles across London City Airport.

Historically LCY has maintained an employee population of 70 Male vs 30 Female, however, 2022 data shows a move toward this becoming 60 Male vs 40 Female which is a positive change.

In 2022 there has been an increase in the Female population in Quartiles A, B&D when compared to 2020 data. Quartile C continues to be the area where we have seen no growth in the Female population since reporting started in 2017.

	Male	Female
Quartile A Lower	65.00%	35.00%
Quartile B Lower Middle	59.00%	41.00%
Quartile C Upper Middle	81.00%	19.00%
Quartile D Upper Quartile	68.00%	32.00%

LONDON CITY AIRPORT GENDER PAY GAP REPORT 2022

Bonus Pay Gaps

This data 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
This shows the difference in the % of staff receiving a bonus based on their Gender. In 2022 5.4% more females received a bonus than males. See table on the right showing the last 6 years data collectively.

It is worth noting that the number of staff receiving a bonus has significantly dropped since 2020. This is due to the LCY Passenger Bonus Scheme not paying out in 2021 & 2022.

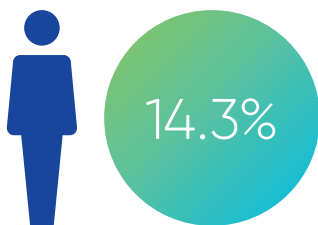|	2022	2021	2020	2019	2018	2017
% Females receiving a bonus	18.1	0	86.9	82.69	89	93
% Males receiving a bonus	12.7	0	84.8	84.25	87	94

Mean Bonus Pay Gap
Where a bonus was paid the Mean bonus paid to females was 8.4% greater than the bonus paid to males.

8.4%
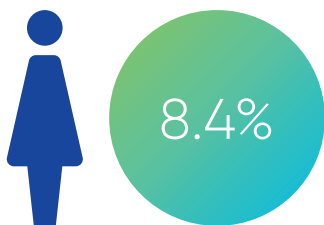
Median Bonus Pay Gap
The Median average bonus paid to men was 14.3% greater.

14.3%

The table on the right shows the last 6 years data collectively for Mean & Median Bonus Pay Gap.

NB: Where the % is in minus figures it means that the Female total is higher than the male.

	2022	2021	2020	2019	2018	2017
% Mean Bonus Pay Gap	–8.4	0	23.1	–23.7	–12.6	4.11
% Median Bonus Pay Gap	14.3	0	19.9	19.5	22.2	27.75

Mean & Median

This shows the % difference in hourly rates between Males and Females at London City Airport in Mean & Median terms over the last 6 years.

2022 Median Male Hourly Rate = £14.36
2022 Median Female Hourly Rate = £13.69

2022 Median Gender Pay Gap = 6.4%

2022 Mean Male Hourly Rate = £19.28
2022 Mean Female Hourly Rate = £19.87

2022 Mean Gender Pay Gap = −3.1%

	2022	2021	2020	2019	2018	2017
% Mean Gender Pay Gap	−3.1	2.7	5.5	−4.53	1.01	1.18
% Median Gender Pay Gap	6.4	16	2.1	−2.64	−2.06	1.41

NB: Where the % is in minus figures it means that the Female total is higher than the male.

As the 2022 average **Median pay** for women was 6.4% less than the average pay for men. This Median gap means that for every £1 a man received, a woman received 0.94p. See below for data collectively from 2017.

2022 £1.00	2022 £0.94	2021 £0.84	2020 £0.98	2019 £1.03	2018 £1.02	2017 £0.98

In 2022 the average **Mean pay** for women was 3.1% more the average pay for men. This Mean gap means that for every £1 a man received, a woman received 1.03p. See below for data collectively from 2017.

2022 £1.00	2022 £1.03	2021 £0.97	2020 £0.95	2019 £1.05	2018 £0.99	2017 £0.99

* See last page for Mean & Median definitions

Summary

2022 is a difficult year to compare & analyse for a few reasons; 2021 was an outlier for Gender Pay data as there were many restrictions on the people included due to the furlough scheme. Also comparing data with 2020 is challenging as our 2022 employee number is 473 vs 707 in 2020 (pre 2021 restructure).

That said, generically we can see that over the last 6 years of gender pay reporting the female population has started to increase within each quartile and creep towards the **40/60 ratio** as opposed to 30/70 historically.

We can also see from the data that **more Females received a bonus, and at a higher rate**, than males in 2022 and they also earn more in terms of their Mean hourly rates of pay. This has not been the case year on year, however, the gap remains small and alternates between Male / Female year on year.

It is still the case that over two thirds of our employees, who are in operational roles, receive identical pay regardless of gender and that males tend to be more represented in certain areas of the airport i.e.: Ramp Services, The Fire service & Engineering. Whereas the split is 50/50 in Security roles where we can specify gender requirements in recruitment.

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.
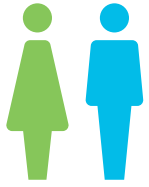
→

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.