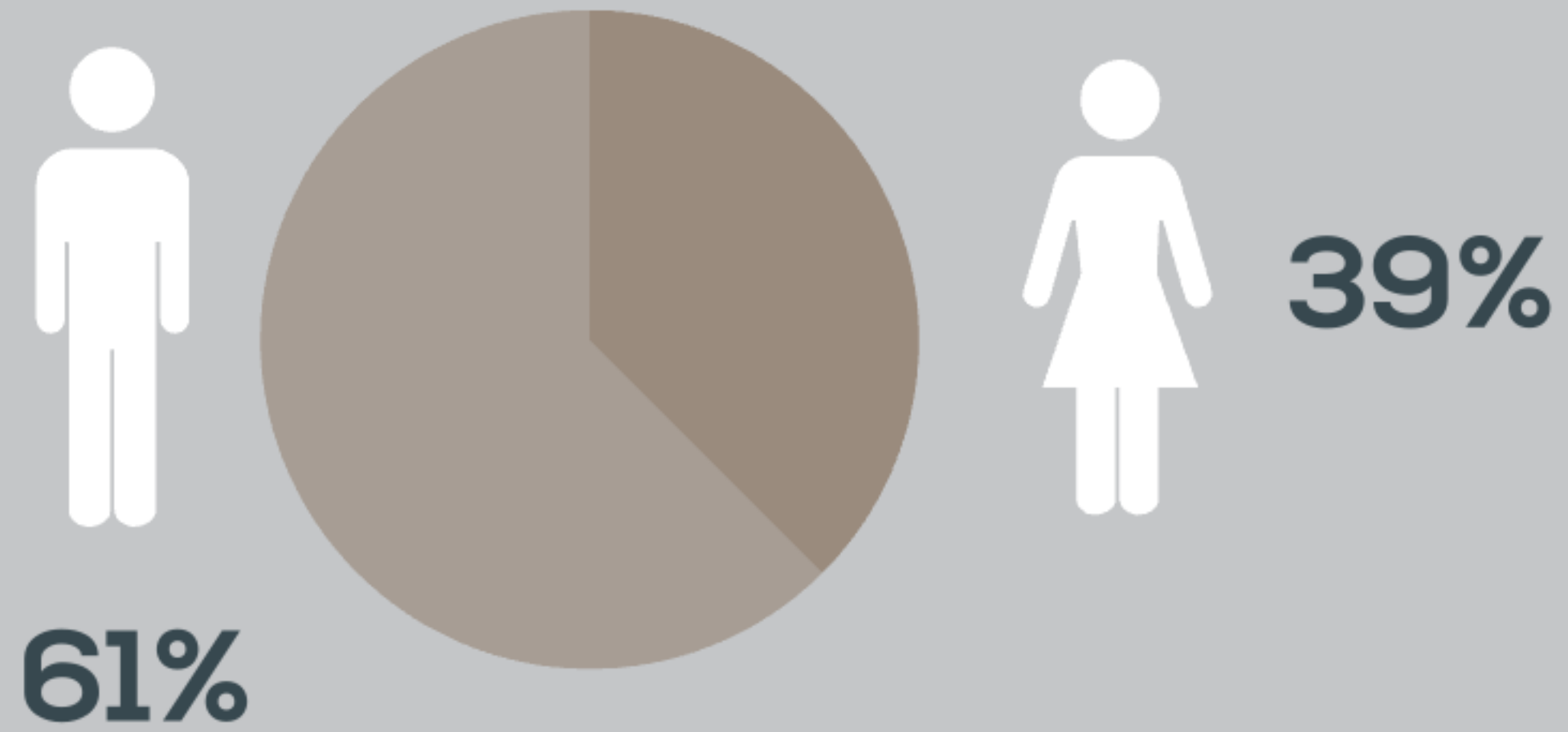




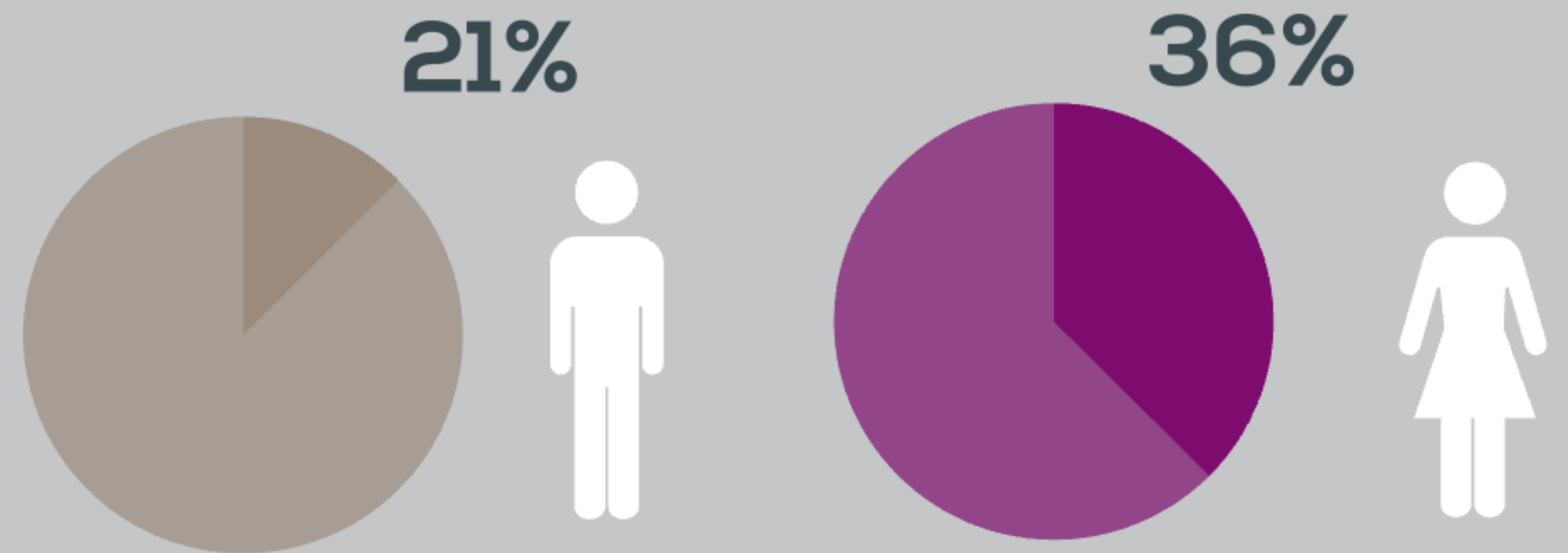
Gender
Pay Gap
2020



Gender Profile

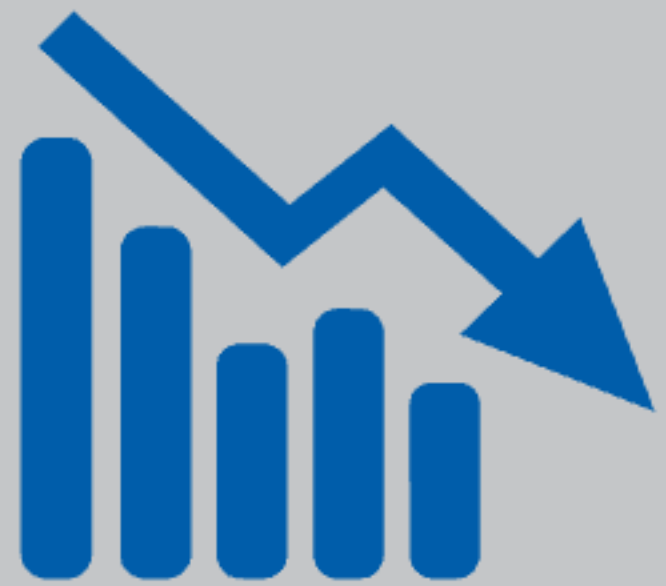


Part Time Working



**Median Pay Gap
8%**

**Mean Pay Gap
15%**

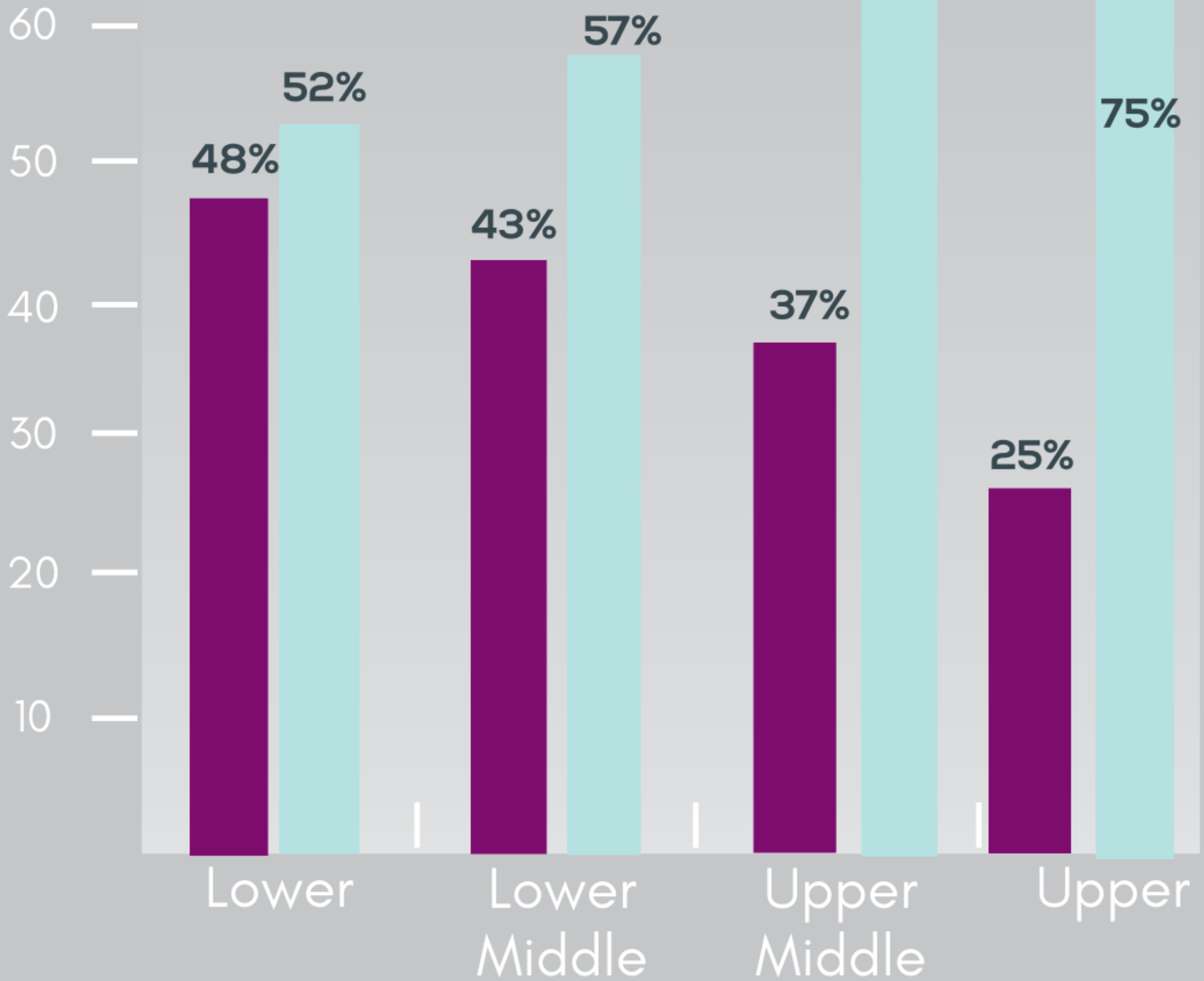


Our Mean Pay Gap is DOWN from 16.7% in 2018

Pay Band Quartile Data

56% of male staff are in the top 2 Quartiles, 40% of female staff
More female staff in top quartiles

Female
Male



**Median Bonus Gap
0%**

**Mean Bonus Gap
-61%%**



Due to the impact of Covid, the majority of staff did not receive a bonus in the relevant pay period. These figures cannot be compared with previous years

Proportion of employees receiving a bonus



Reasons for the Gap

The Gender Pay Gap is not the same as Equal Pay and we are satisfied that where men and women are carrying out the same role, their rates of pay are also the same.

Our pay gap in 2020 was driven by four main factors:

Delay to annual bonus payments for all staff which meant that only Snow bonus and long service awards were included in the calculation

A lower proportion of women are employed in our highest paid roles.

More male staff work in roles which attract shift pay than females.

Many of our highest paid operational and technical roles – fire service, engineering, airside operations, IT, project delivery – are traditionally male dominated both within the aviation sector and the wider economy.

What Are We Doing?

Engaging with young people through schools, further education providers, DYW and STEM to promote careers in the aviation industry.

Using female role models in our recruitment advertising.

Building on our successful development programmes to nurture talent across all levels of our business, regardless of gender.

Encouraging and supporting women to take up more senior roles.

Conclusions



Covid has impacted on the calculations for 2020



More women in senior roles



Good progress considering the difficult circumstances but more work to do

