

**GENDER
PAY GAP**

REPORT 2019

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Introduction

London City Airport (LCY) is committed to continuing to provide equal opportunities and rewards to everyone irrespective of their gender.

The LCY workforce is made up of one third women and two thirds men. This balance is explained, in large part, by the legacy of historic gender stereotypes in our industry – something we are working hard to redress. We have a target of increasing female employees across Ramp Services and Engineering which have traditionally been male-dominated departments. This will be achieved through active positive role modelling and continued support of leading initiatives with local groups and educational institutions to highlight career options for females at the airport.

One of our initiatives is our Women in Aviation programme which aims to inspire East London female students to choose science, technology, engineering or maths (STEM) subjects and pursue a career in aviation. We have also signed 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



Hourly pay Quartiles

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 2019 we have seen a 3.8% increase in Female Representation in the Upper Quartile and a 9.6% increase in Female representation in the Lower Quartile.

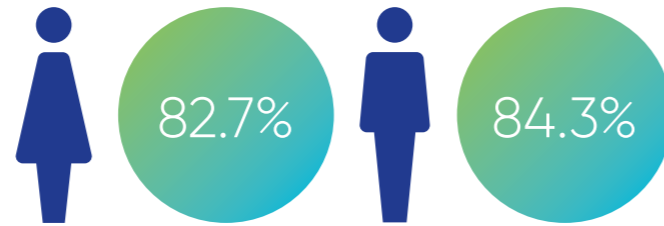
	Male	Female
Quartile A Lower	72.00%	28.00%
Quartile B Lower Middle	75.80%	24.20%
Quartile C Upper Middle	63.60%	36.40%
Quartile D Upper Quartile	72.00%	28.00%

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.

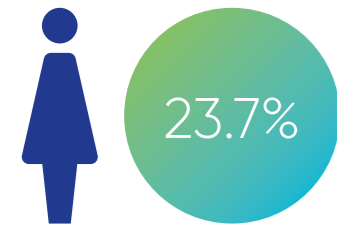
Gender Proportion Bonus Pay Gap

There is a minimal difference in the number of staff receiving a bonus based on their Gender, although this is in favour of males, as 1.56% more males received a bonus than females in 2019.



Arithmetic mean bonus

Where a bonus was paid the mean bonus paid to women was 23.7% greater than the bonus paid to men. This has increased by 11% since 2018 and reflects the increase of Female representation in both the Upper & Lower Quartiles of the work force receiving bonus pay.

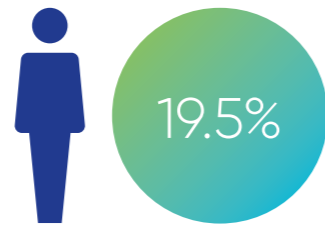


Mean Bonus Rate Gap

23.7%

Median average bonus

The median average bonus paid to men was 19.53% greater (reflective of the number of men vs women employed at the airport). Although this has reduced again this year by 2.67%.



Median Bonus Rate Gap

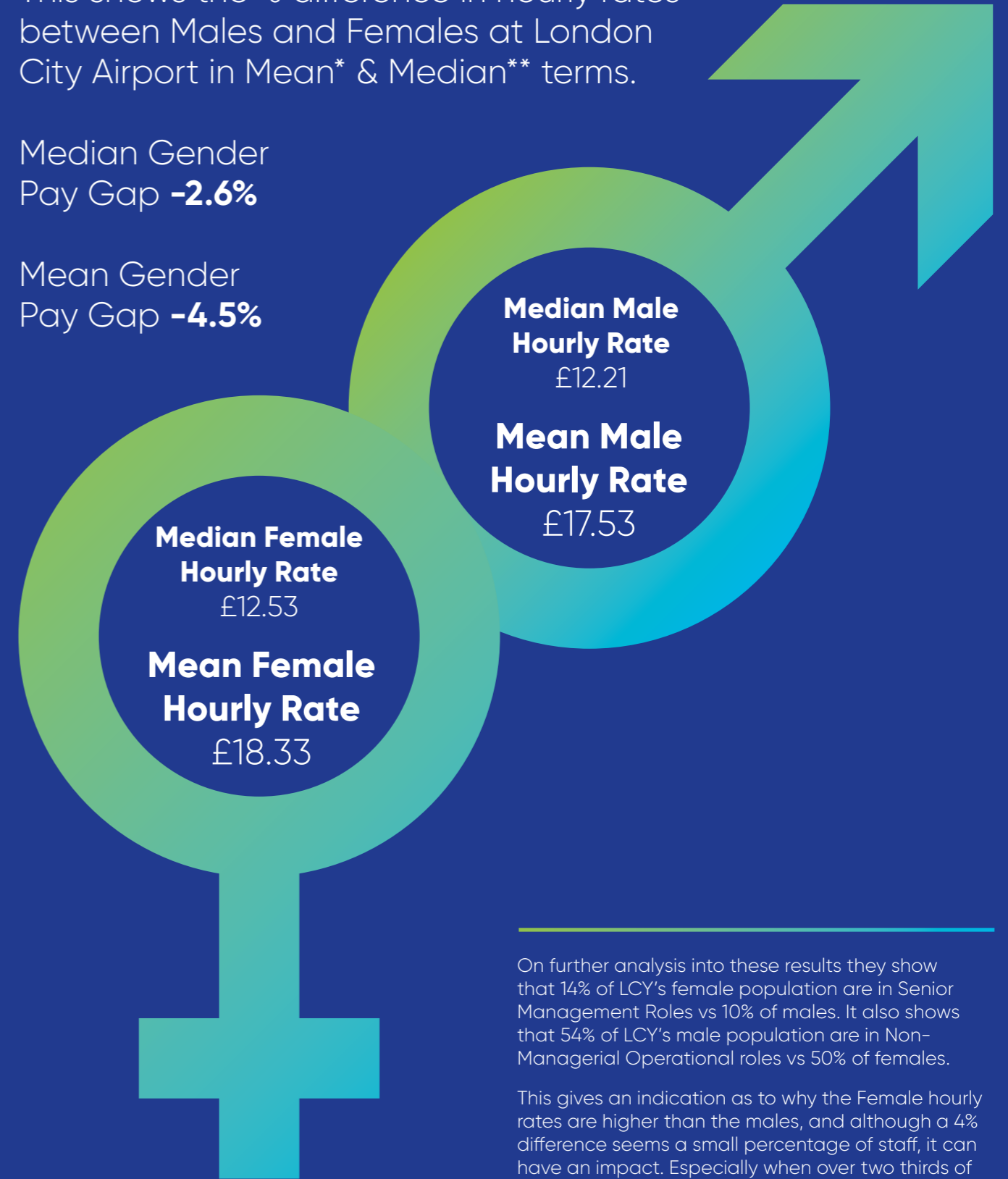
19.5%

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 **-2.6%**

Mean Gender Pay Gap **-4.5%**



On further analysis into these results they show that 14% of LCY's female population are in Senior Management Roles vs 10% of males. It also shows that 54% of LCY's male population are in Non-Managerial Operational roles vs 50% of females.

This gives an indication as to why the Female hourly rates are higher than the males, and although a 4% difference seems a small percentage of staff, it can have an impact. Especially when over two thirds of our employees, who are in operational roles, receive identical pay regardless of gender.

Summary

The Median Female Hourly rate is 2.64% greater than the male and the Mean Female hourly rate is 4.53% greater than the male.

In 2019 there was an **additional 23 females** included in the data vs **6 males**.



There are also 4% more of the female population in senior management roles vs 4% more males within Non – Managerial Operational roles.

This has had a positive impact on the Female hourly rates. It is still the case that over two thirds of our employees, who are in operational roles, receive identical pay regardless of gender.



Our employee population is **1/3 Female vs 2/3 Male**

Males tend to be more represented in certain areas of the airport i.e.: Ramp Services, the Fire service and Engineering. Whereas the split is 50/50 in Security roles where we can specify gender requirement in recruitment.

Action Plan



It is important to acknowledge that our gender pay gap is well-balanced, and indeed is currently marginally in favour of women. What's more, we have over two thirds of our employees in operational roles where they receive identical pay.



Our focus is on addressing the gender balance in roles at all levels across the business. Our aim is to increase the % of female employees, especially in roles or functions 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 there is a supported legal requirement otherwise) and inclusive language is being used.



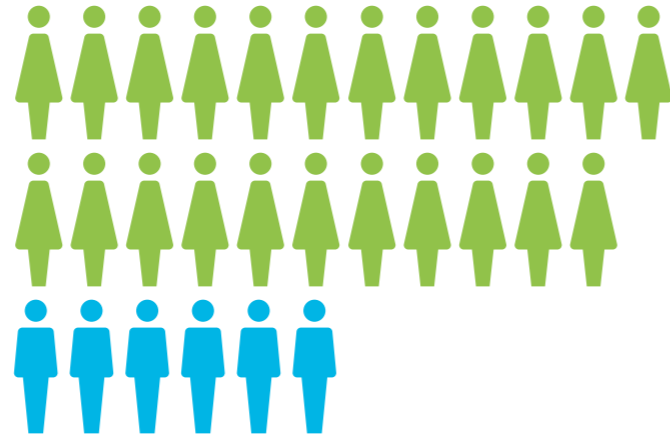
However, it should be noted that this objective of increasing the number of females in operational roles across the business, while legitimate and worthwhile, is likely to have the effect of worsening our gender pay gap by reducing the current difference in favour of women.



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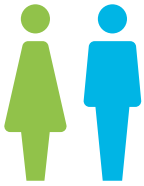
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Definitions



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 of 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.

