

London City Airport Gender Pay Gap Report 2017

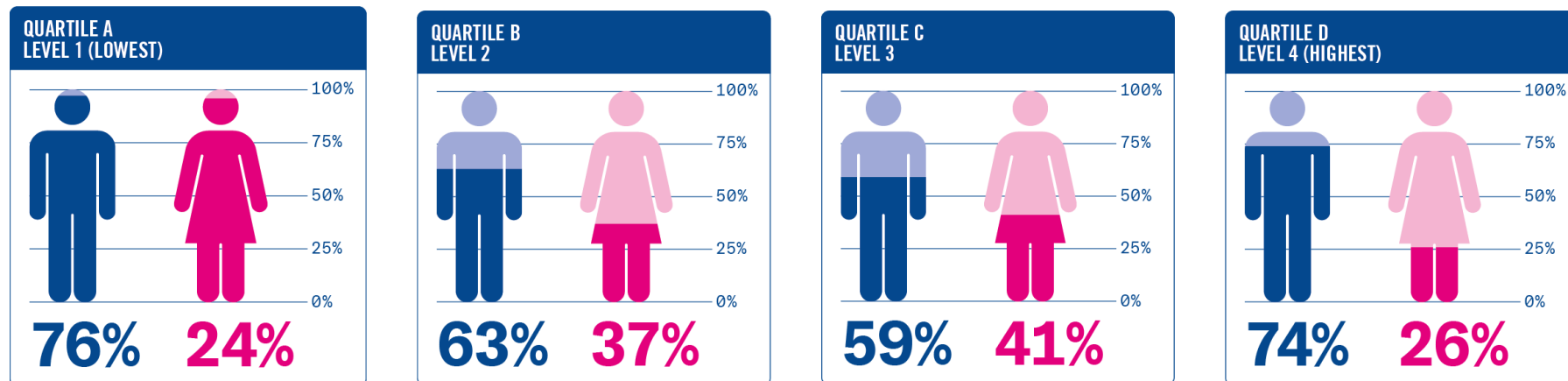
(As of 5th April 2017)

These figures are reportable annually, so this data will be collected each year and reported here.

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. Within Quartile A, B & C we have many Ramp Services, Engineering and Fire Service roles which are in the main occupied by men.



Bonus Pay Gaps

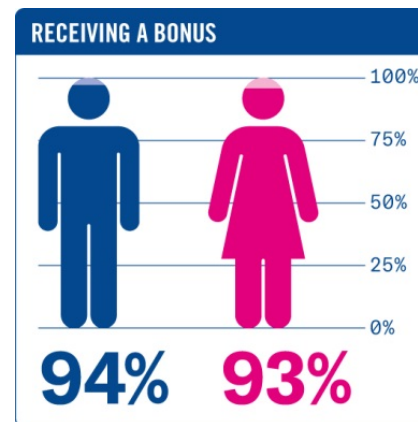
This data shows the number of Male vs Female employees who received a bonus and the Mean/ Median Bonus Pay Gap between Males and Females at London City Airport

The Median Bonus Gap reflects that there are fewer females occupying Senior Roles within the business as well as the 1/3 Female vs 2/3 Male employee population.

The chart reflects a minimal difference in the number of staff receiving a bonus based on their Gender. Where a bonus was paid the arithmetic mean bonus paid to women was 4.11% greater than the bonus paid to men, whereas the median average bonus paid to men was 27.75% greater (reflective of the number of men vs women employed at the airport).

Mean Bonus Rate Gap = 4.11%

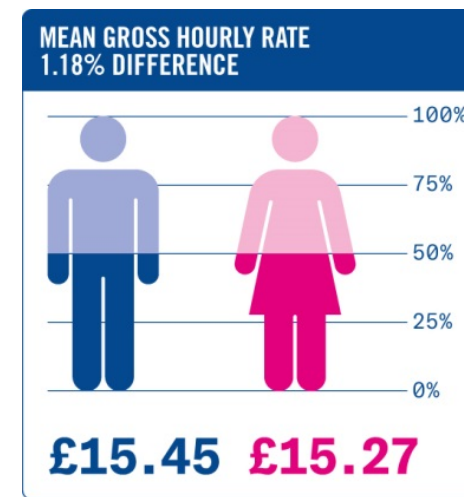
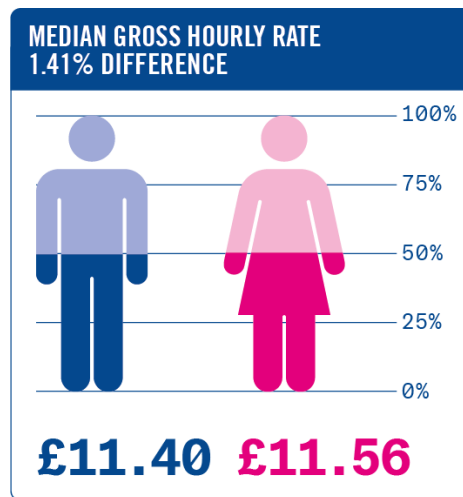
Median Bonus Rate Gap = 27.75%



Mean * & Median* Hourly Rate Pay Gap

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

These results demonstrate a minimal gap and this is due to a majority of the job roles at London City Airport receiving the same pay rate regardless of gender.



* See last page for Mean & Median definitions

Summary

There is a minimal difference in pay based on averages (1.18% women greater than men based on median average, 1.41% men greater than women on arithmetic average).

- Our employee population is 1/3 Female vs 2/3 Male and men tend to dominate certain areas of the airport; Ramp agents, Fire station & Engineering whereas the split is 50/50 in Security roles where we are allowed to specify gender requirement in recruitment.
- Over two thirds of our employees receive identical pay regardless of gender in operational roles.

Action plan

- We would like to achieve a more balanced male vs female population with an initial aim to increase the % of female job holders across the business, especially in operational roles like Ramp & Engineering. 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. Please see Equal Pay definition below.

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