GENDER
PAY GAP

LONDON

**CITY
AIRPORT**

londoncityairport.com

Introduction

The Gender Pay Gap Reporting has been in place since 2017 so we now have 7 years of data on record.

The London City Airport workforce has historically been 70% male and 30% female, 2023 data shows the business is now 68% male and 32% female and we can see this has been improving year on year.

We have also seen a continued increase in Females within our male dominated areas and for the first time since we started reporting in 2017, we have seen a significant increase in the female population within the Upper Middle Quartile.

Increasing female representation across the business will remain a focus for us, and we will continue to promote positive role modelling, as well as continuing to support 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.

Historically LCY has maintained an employee population of 70% Male vs 30% Female, however, the 2023 data shows an overall population of 68% males and 32% female which is positive movement and we can see this has improved year on year.

Following the 2022 data it was a target in 2023 to increase female job holders across our male dominated areas & the Middle Quartile roles. The 2023 data shows both of these things have happened as we have had an increase in Female Ramp Service Agents and a 12.8% increase in the female population within the Middle Quartiles.

	Male	Female
Quartile A Lower	72.00%	28.00%
Quartile B Lower Middle	59.00%	41.00%
Quartile C Upper Middle	69.00%	31.00%
Quartile D Upper Quartile	73.00%	27.00%

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
This shows the difference in the % of staff receiving a bonus based on their Gender. In 2023 5% more males received a bonus than females. See table adjacent showing the last 7 years data collectively.

	2023	2022	2021	2020	2019	2018	2017
% Females receiving a bonus	82.8	18.1	0	86.9	82.69	89	93
% Males receiving a bonus	87.8	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 63.3% greater than the bonus paid to males.

This is due to 2 factors;

→ A large number of females received the same Winter Payment amount as males as there was no pro rata included in the calculation.

→ There has been a 12.8% increase in females within the Middle Quartiles receiving bonuses.

Median Bonus Pay Gap
The median average bonus paid to men was exactly the same as paid to females so there was no Median Bonus Pay Gap to report. This is due to most operational staff receiving a Winter Payment, of the same amount.

The table on the right shows the last 7 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.

	2023	2022	2021	2020	2019	2018	2017
% Mean Bonus Pay Gap	-63.3	-8.4	0	23.1	-23.7	-12.6	4.11
% Median Bonus Pay Gap	0	14.3	0	19.9	19.5	22.2	27.75

Mean & Median Gender Pay Gap

This shows the % difference in hourly rates between Males and Females at London City Airport in Mean & Median terms over the last 7 years.

It is worth noting that the calculation for hourly rates within the Gender Pay Gap excludes any salary sacrifice amounts, therefore, any staff members who have a salary sacrifice arrangement in place will have a lower hourly rate within the gender pay report as these amounts are deducted before the hourly rate is calculated.

2023 Median Male Hourly Rate = £14.93
2023 Median Female Hourly Rate = £14.49

2023 Median Gender Pay Gap = 3%

2023 Mean Male hourly Rate = £19.86
2023 Mean Female Hourly Rate = £21.04

2023 Mean Gender Pay Gap = -5.9%

|	2023	2022	2021	2020	2019	2018	2017
% Mean Gender Pay Gap	-5.9	-3.1	2.7	5.5	-4.53	1.01	1.18
% Median Gender Pay Gap	3	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 2023 average **Median pay** for women was 3% less than the average pay for men, there has been an improvement in the Median Pay Gap for the last 3 years. This median gap means that for every £1 a man received, a woman received 0.97p. See below for data collectively from 2017.

| 2023 £1.00 | 2023 £0.97 | 2022 £0.94 | 2021 £0.84 | 2020 £0.98 | 2019 £1.03 | 2018 £1.02 | 2017 £0.98 |
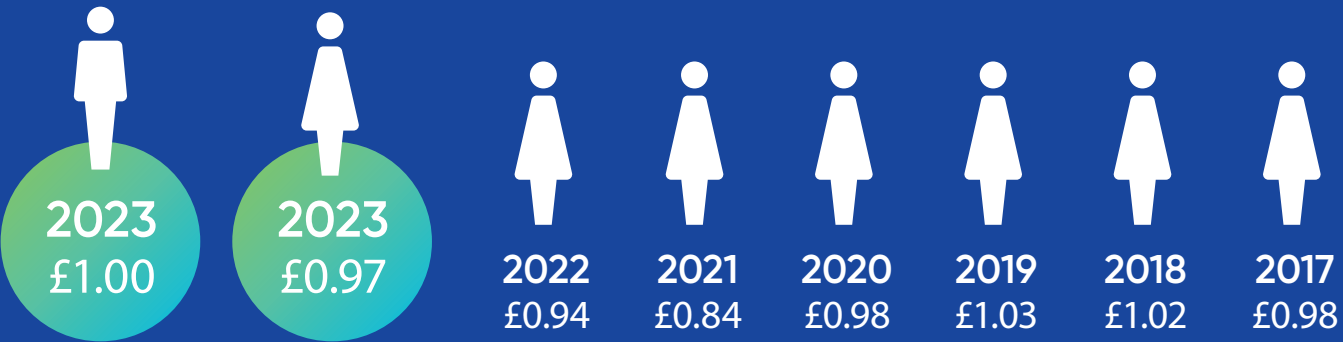
In 2023 the average **Mean pay** for women was 5.9% more than the average pay for men. This mean gap means that for every £1 a man received, a woman received 1.06p. See below for data collectively from 2017.

| 2023 £1.00 | 2023 £1.06 | 2022 £1.03 | 2021 £0.97 | 2020 £0.95 | 2019 £1.05 | 2018 £0.99 | 2017 £0.99 |
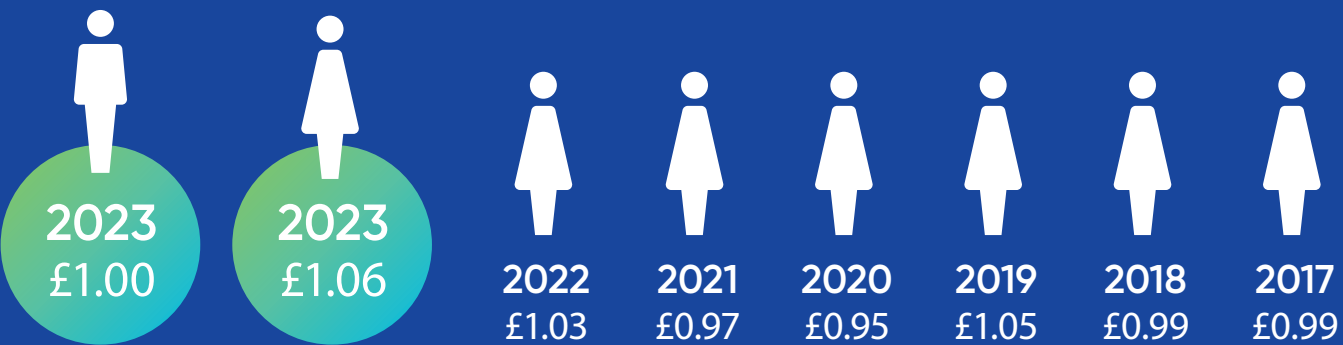
Summary

2023 has been a successful year for Gender Pay Reporting as we have increased the females within our male dominated areas and across the Middle Quartiles, we have also seen another increase in the Male vs Female split in the business. This all moves us positively towards Gender Pay Equality.

The Mean hourly pay data fluctuates year on year, however, the Median hourly pay data has continually improved over the last 3 years. Generally, throughout this report the gaps identified are small.

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 such as Ramp Services, The Fire service & Engineering.

Whereas the split is **50/50 in Security roles** where we can specify gender requirement in recruitment.

Action Plan

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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.
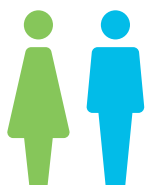
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This will be achieved through active positive role modelling and continued support of initiatives with local groups and schools (e.g., STEM) to highlight career options for females at the airport.

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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.