

**GENDER  
PAY GAP**

REPORT 2020

**LONDON  
LONDON  
LONDON**

**CITY  
AIRPORT**



# Introduction

This is London City Airport's fourth annual gender pay report and we continue to be committed to providing equal opportunities and reward to everyone irrespective of their gender.

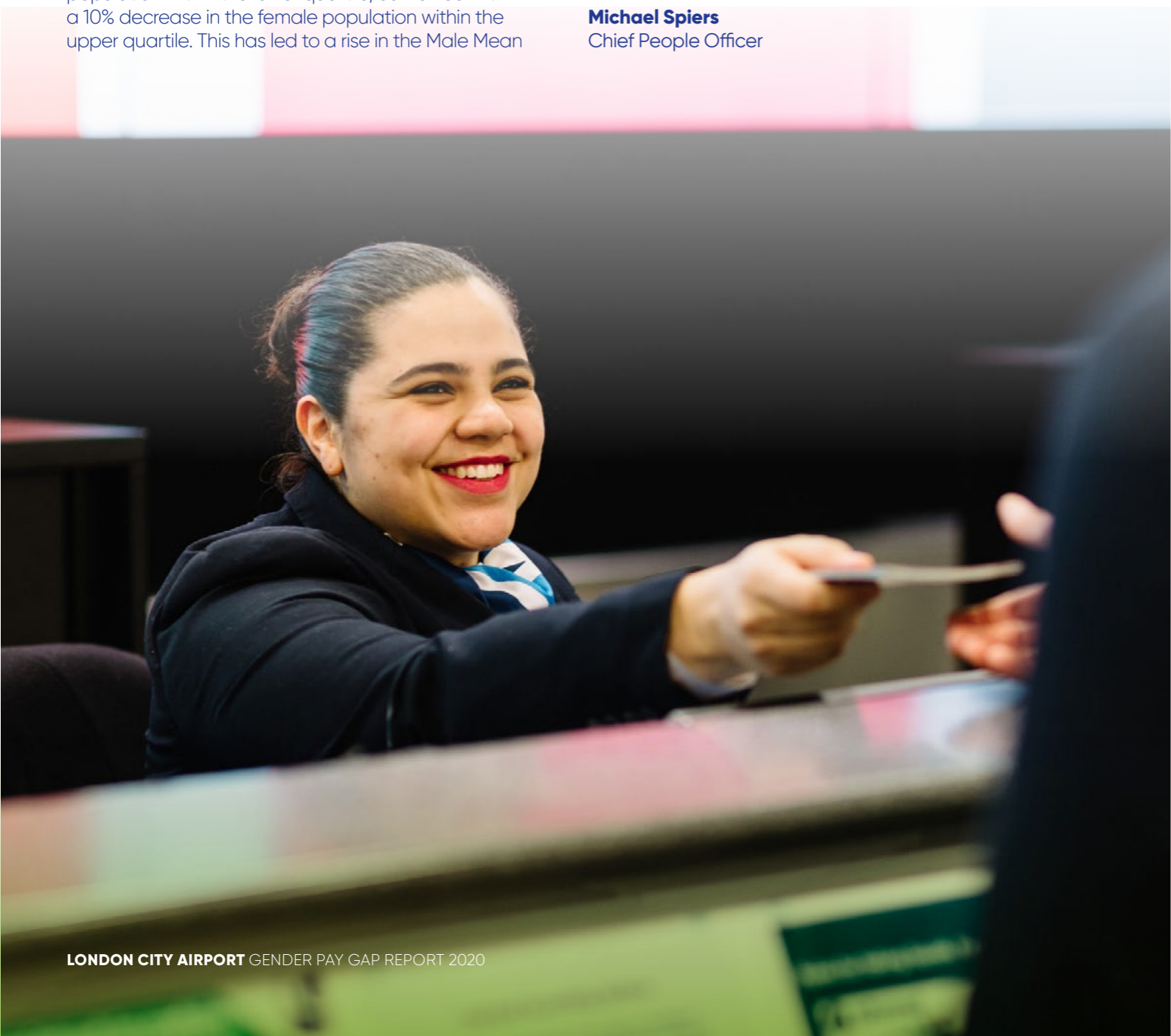
The London City Airport workforce is one third female and two thirds' male, and our efforts persist to promote female representation in all areas of the business. This will continue to be a focus for us, and it will be achieved through active positive role modelling, as well as continued support of leading initiatives with local groups and schools to highlight career options for females at the airport.

In 2020 there was a 10% increase in the female population within the lower quartile, combined with a 10% decrease in the female population within the upper quartile. This has led to a rise in the Male Mean

hourly rate data in our 2020 report, however, our report continues to show that males and females within London City Airport are not paid differently for equal work.

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.

These results largely reflect the 1/3 Female vs 2/3 Male employee population at London City Airport.

In 2020 we have seen a 10% increase in Female Representation in the Lower Quartiles and a 10% reduction in Female Representation in the Upper Quartile. This has reflected in the Mean hourly pay rates for 2020 as, for the first time since 2017, the male population have a greater Mean hourly rate of pay.

	Male 	Female 
<b>Quartile A</b> Lower	69.00%	31.00%
<b>Quartile B</b> Lower Middle	69.00%	31.00%
<b>Quartile C</b> Upper Middle	72.00%	28.00%
<b>Quartile D</b> Upper Quartile	74.00%	26.00%

# 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.

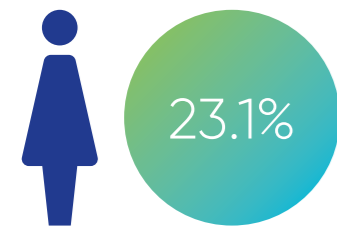
## Gender Proportion Bonus Pay Gap

There is a minimal difference in the number of staff receiving a bonus based on their gender, although this is in favour of females, as 2.1% more females received a bonus than males in 2020.



## Mean Bonus Pay Gap

Where a bonus was paid the mean bonus paid to men was 23.1% greater than the bonus paid to women. This is a total reversal of 2019 figures where women's bonus payments were higher. This result is likely due to the 10% increase in the male population across the upper quartiles in 2020.



## Mean Bonus Pay Gap

23.1%

## Median Bonus Pay Gap

The median average bonus paid to men was 19.9% greater (reflective of the number of men vs women employed at the airport).



## Median Bonus Pay Gap

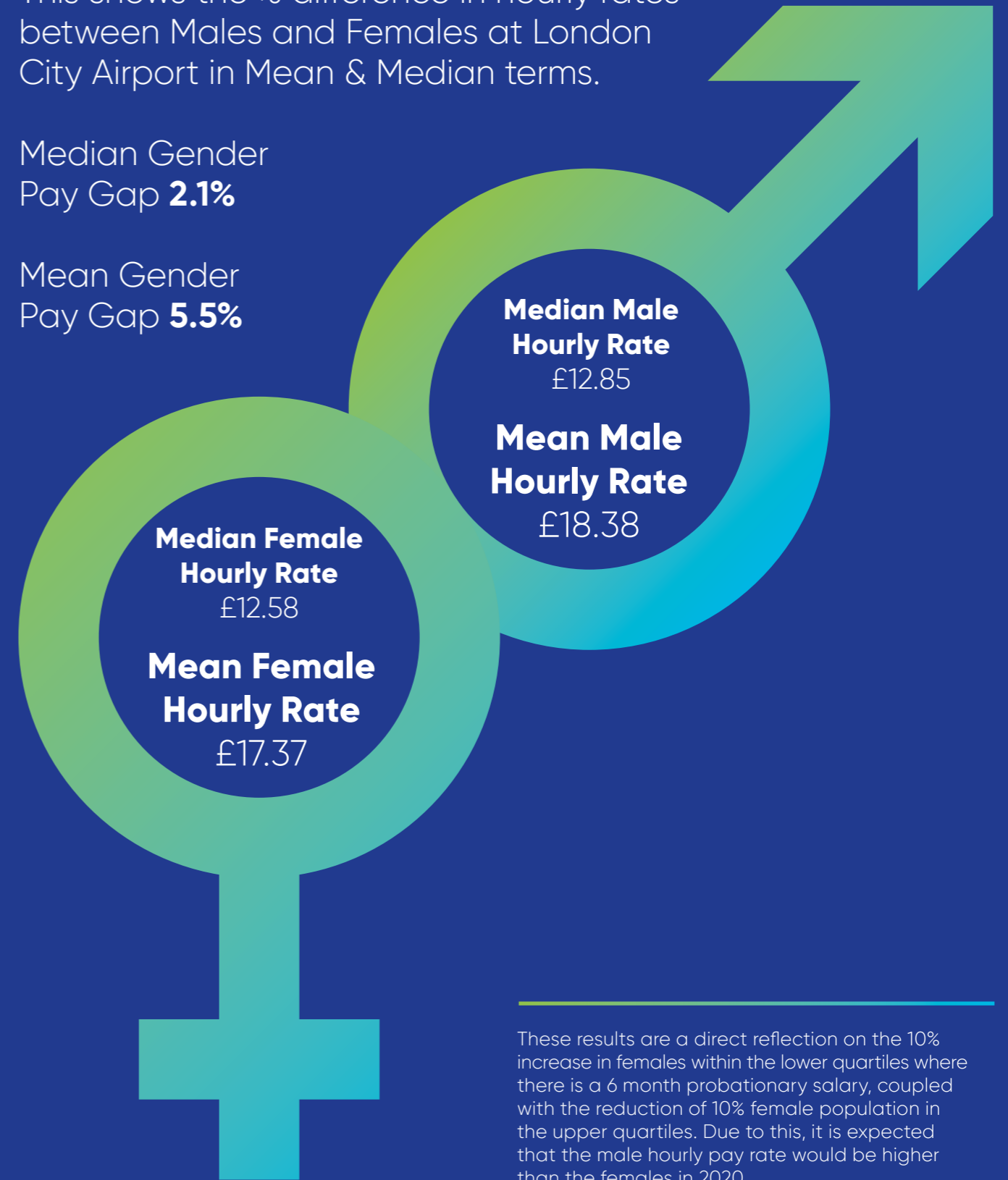
19.9%

# 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 **2.1%**

Mean Gender Pay Gap **5.5%**

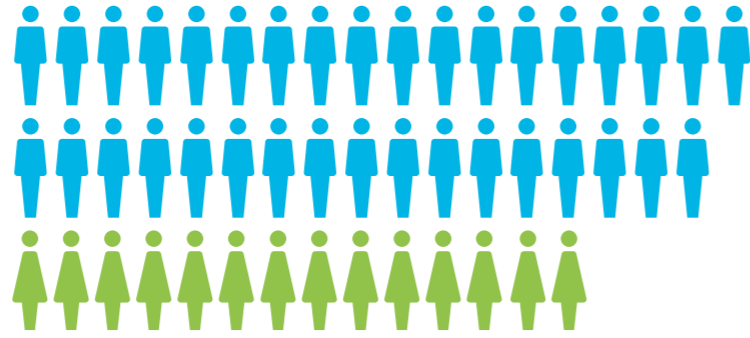


These results are a direct reflection on the 10% increase in females within the lower quartiles where there is a 6 month probationary salary, coupled with the reduction of 10% female population in the upper quartiles. Due to this, it is expected that the male hourly pay rate would be higher than the females in 2020.

# Summary

The Median Male Hourly rate is 2.1% greater than the Female and the Mean Male Hourly rate is 5.5% greater than the Female.

In 2020 there was an **additional 35 males** included in the data vs **14 females**.



There was also a 10% reduction in Upper Quartile females and a 10% increase of females in the lower quartiles starting on probationary salaries.

This has led to an increase in the Male hourly rates for 2020. 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**

Historically 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 requirement 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.



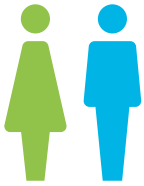
This will be achieved through active positive role modelling and continued support of initiatives with local groups and schools (e.g., STEM) to highlight career options for females at the airport.



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.

