

GENDER PAY GAP

REPORT 2024



LONDON

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Introduction

London City Airport 2024 data shows the businesses gender split is 68.7% Male and 31.3% Female.

2024 data has seen increased Female representation within the Lower Quartile (2.9% increase) & Upper quartile (3.9% increase)



Increasing female representation across the business will remain a focus, 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 & our Women’s Mentoring Program with ALTA.

Michael Spiers
Chief People Officer

Quartile Data

This shows the Male vs Female split in 4 pay quartiles across London City Airport.

	Male	Female
		
Quartile A Lower	69.1%	30.9%
Quartile B Lower Middle	64.5%	35.5%
Quartile C Upper Middle	73.4%	26.6%
Quartile D Upper Quartile	68.8%	31.2%



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 2024 3.5% more females received a bonus than males. See table adjacent for changes since 2017.

	2024	2023	2022	2021	2020	2019	2018	2017
% Females receiving a bonus	89.9	82.8	18.1	0	86.9	82.69	89	93
% Males receiving a bonus	86.4	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 56.3% greater than the bonus paid to males.

This is due to 2 factors;

- ➔ Higher percentage of females receiving Management bonuses.
- ➔ There were 169 females vs 356 men who received a bonus.

Median Bonus Pay Gap

The median average bonus paid to men was 24.4% higher than the bonus paid to females.

The table adjacent shows previous years for Mean & Median Bonus Pay Gap

NB: Where the % is in minus figures it means that the female total is higher than the male.

	2024	2023	2022	2021	2020	2019	2018	2017
% Mean Bonus Pay Gap	-56.3	-63.3	-8.4	0	23.1	-23.7	-12.6	4.11
% Median Bonus Pay Gap	24.4	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 years.

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.

2024 Median Male Hourly Rate = £15.63

2024 Median Female Hourly Rate = £14.88

2024 Median Gender Pay Gap = 4.8%

	2024	2023	2022	2021	2020	2019	2018	2017
% Mean Gender Pay Gap	-8.8	-5.9	-3.1	2.7	5.5	-4.53	1.01	1.18
% Median Gender Pay Gap	4.8	3	6.4	16	2.1	-2.64	-2.06	1.41

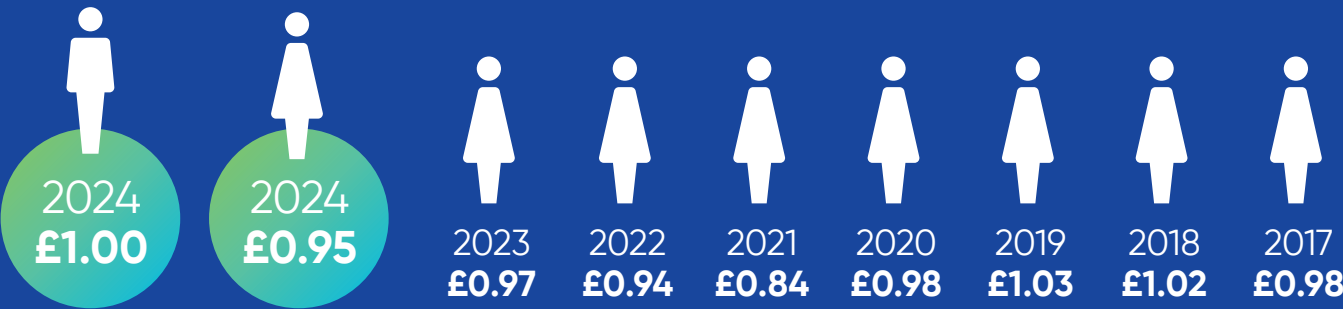
2024 Mean Male hourly Rate = £19.24

2024 Mean Female Hourly Rate = £20.93

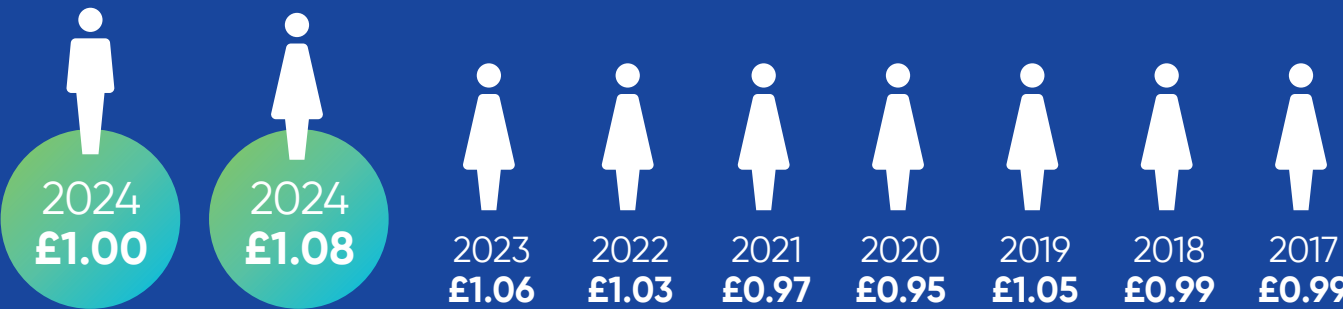
2024 Mean Gender Pay Gap = -8.8%

NB Where the % is in minus figures it means that the Female total is higher than the male.

This median gap means that for every £1 a man received, a woman received 0.95p. See below for data collectively from 2017.



In 2024 the average **Mean pay** for women was 8.8% more than the average pay for men. This mean gap means that for every £1 a man received, a woman received 1.08p. See below for data collectively from 2017.



Summary

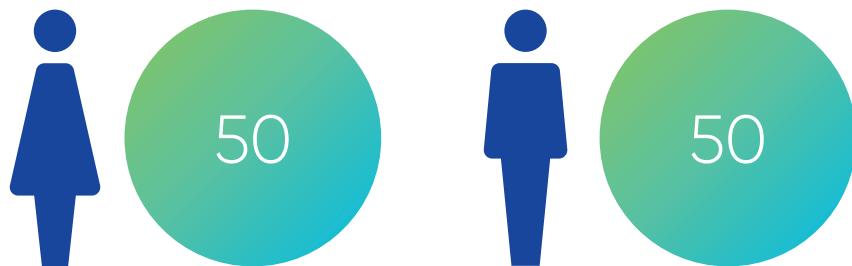
2024 has seen increases in the female population within the Lower & Upper Quartiles and an increase in the number of women receiving a bonus.

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



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.



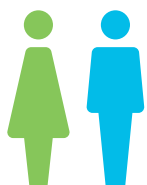
This will be achieved through active positive role modelling and continued support of initiatives with local groups and schools (e.g., STEM) to highlight career options for females at the airport.



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.

