

GENDER PAY GAP

REPORT 2018

LDN



The background image shows two airport ground crew members. On the right, a woman with blonde hair in a ponytail, wearing safety glasses, a blue puffer jacket, and a yellow high-visibility vest, stands next to the tail of a blue and yellow airplane, holding a clipboard. On the left, a man wearing a yellow high-visibility vest, a black jacket, and large yellow headphones is kneeling on the tarmac. The large white letters 'LDN' are superimposed over the center of the image, with a white heart shape inside the letter 'O'.

CITY
AIRPORT

Introduction

London City Airport (LCA) is committed to continuing to provide equal opportunities to everyone irrespective of their gender. We are pleased to report that we demonstrate minimal difference in pay between genders closing the nominal gap even further on last year.

The LCA workforce is made up of one third women and two thirds men. This is partly due to the historic gender stereotypes in the industry, which we are working hard to redress. We have a target of increasing female job holders across Ramp Services and Engineering. This will be achieved through active positive role modelling and continued support for local groups and schools 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 recently 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. Within Quartile A & B we have many Ramp Services, Engineering and Fire Service roles which are mainly occupied by men.

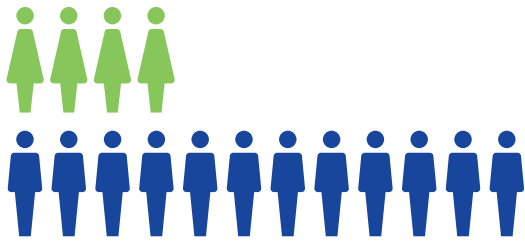
	Male	Female
		
Quartile A Lower	81.60%	18.40%
Quartile B Lower Middle	75.80%	24.20%
Quartile C Upper Middle	59.20%	40.80%
Quartile D Upper Quartile	75.80%	24.20%

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.

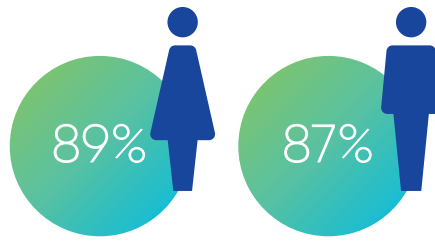
Median bonus gap

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.



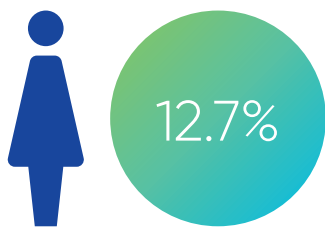
Gender bonus

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% more females received a bonus than males in 2018.



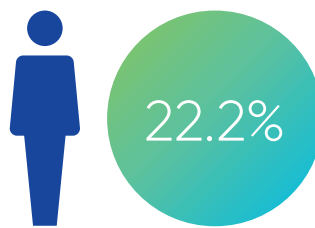
Arithmetic mean bonus

Where a bonus was paid the arithmetic mean bonus paid to women was 12.7% greater than the bonus paid to men, this has trebled since the 2017 report.



Median average bonus

The median average bonus paid to men was 22.2% greater (reflective of the number of men vs women employed at the airport). Although this has reduced by 5.55% since the 2017 report.



Mean Bonus Rate Gap

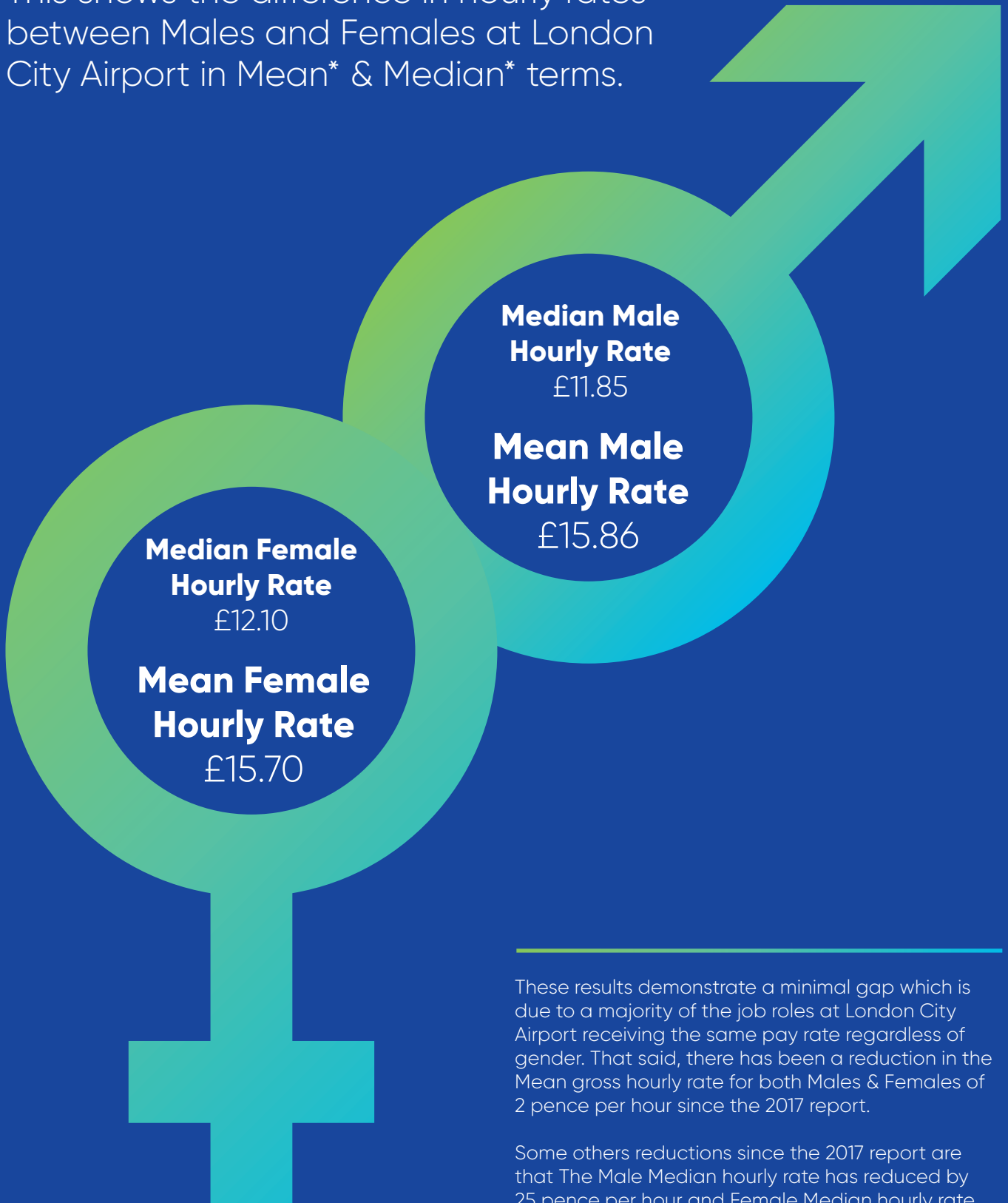
12.7%

Median Bonus Rate Gap

22.2%

Mean & Median

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 which is due to a majority of the job roles at London City Airport receiving the same pay rate regardless of gender. That said, there has been a reduction in the Mean gross hourly rate for both Males & Females of 2 pence per hour since the 2017 report.

Some others reductions since the 2017 report are that The Male Median hourly rate has reduced by 25 pence per hour and Female Median hourly rate has increased by 25 pence per hour.

Summary

There is a minimal difference in pay based on averages. The Median Female Hourly rate is 2.1% greater than the males, however, the Mean Male hourly rate is 1.0% greater than the females.



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

Men tend to be more represented in 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 are in operational roles who receive **identical pay** regardless of gender.



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 where women are under-represented.



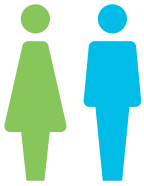
This will be achieved through active positive role modelling and continued support of initiatives with local groups and schools (e.g. STEM) to highlight career options for females at the airport.



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. 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.

