

GENDER PAY GAP

REPORT 2025

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Introduction

London City Airport 2025 data shows the businesses gender split is 71.7% Male and 28.3% Female based on Full Pay Relevant Employees. For Relevant Employees the split is 66.8% & 33.2%. *See last page for "Full Pay Relevant" and "Relevant" Employee Definitions.

2025 data has seen increased Female representation within the Lower Quartile (6.1% increase) & Upper Middle Quartile (0.3% 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.

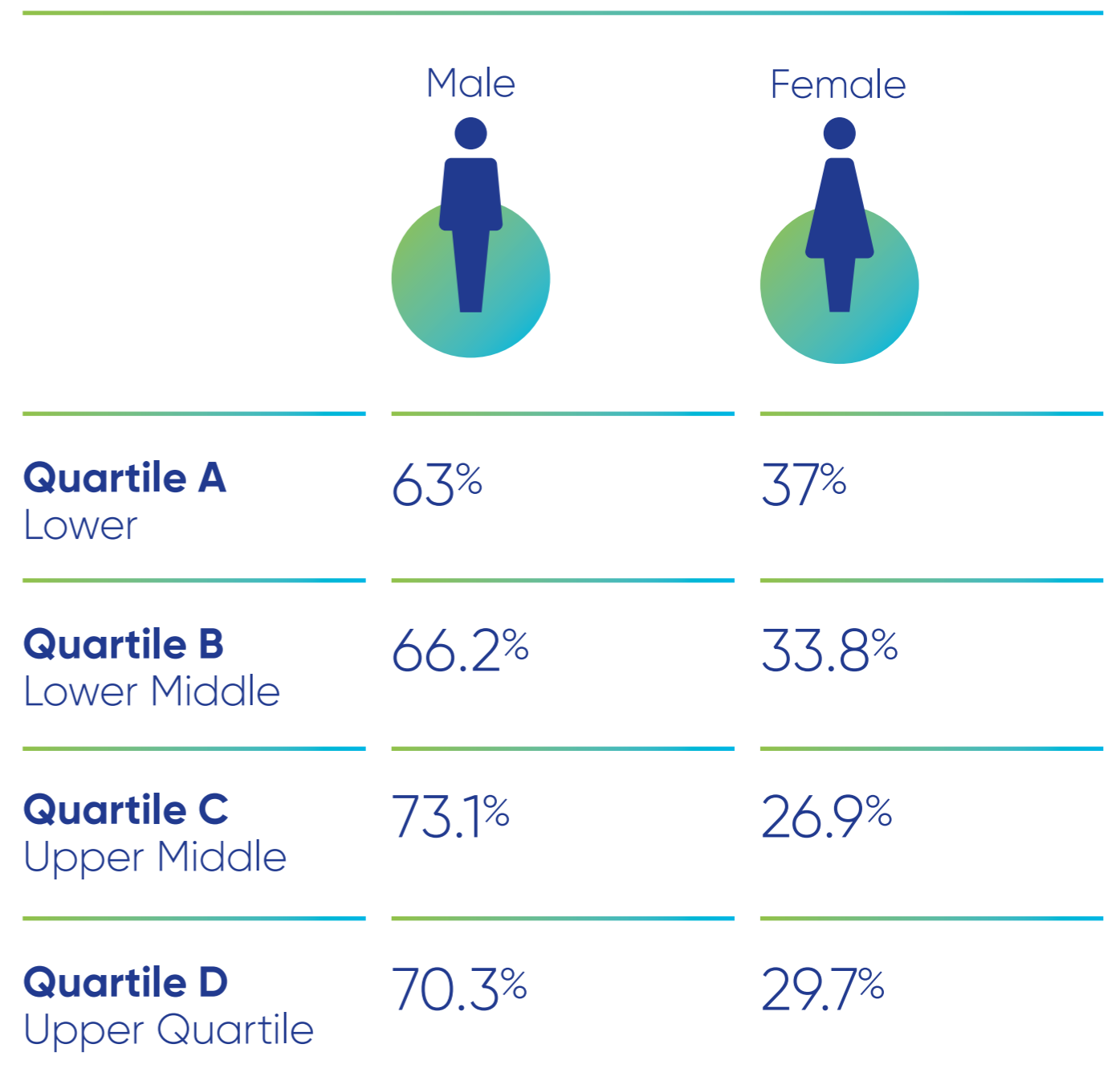
Our work with the Women in Aviation initiative aims to inspire East London female students to choose science, technology, engineering or maths (STEM) subjects and pursue a career in aviation. This work is ongoing, alongside our involvement in the Official Women in Aviation and Aerospace Charter, which 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.



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 below for changes since 2017.

	2025	2024	2023	2022	2021	2020	2019	2018	2017
% Females receiving a bonus	77.4	89.9	82.8	18.1	0	86.9	82.69	89	93
% Males receiving a bonus	85.6	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 192.9% greater than the bonus paid to males.

This is due to 2 factors;

- Higher percentage of females receiving Management bonuses.
- There were 168 females vs 366 men who received a bonus.

Median Bonus Pay Gap

The median average bonus paid to men was 27% 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.

	2025	2024	2023	2022	2021	2020	2019	2018	2017
% Mean Bonus Pay Gap	-192.9	-56.3	-63.3	-8.4	0	23.1	-23.7	-12.6	4.11
% Median Bonus Pay Gap	27	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.

2025 Median Male Hourly Rate = £16.98
2025 Median Female Hourly Rate = £15.94

2025 Median Gender Pay Gap = 6.1%

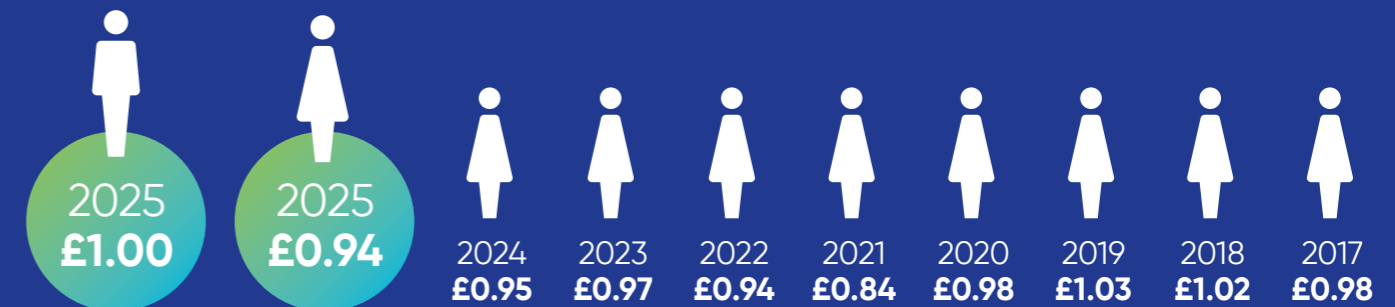
	2025	2024	2023	2022	2021	2020	2019	2018	2017
% Mean Gender Pay Gap	-18.3	-8.8	-5.9	-3.1	2.7	5.5	-4.53	1.01	1.18
% Median Gender Pay Gap	6.1	4.8	3	6.4	16	2.1	-2.64	-2.06	1.41

2025 Mean Male hourly Rate = £22.04
2025 Mean Female Hourly Rate = £26.07

2025 Mean Gender Pay Gap = -18.3%

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 0.94p. See below for data collectively from 2017.



In 2025 the average **Mean pay** for women was 18.3% more than the average pay for men. This mean gap means that for every £1 a man received, a woman received £1.18p. See below for data collectively from 2017.



Summary

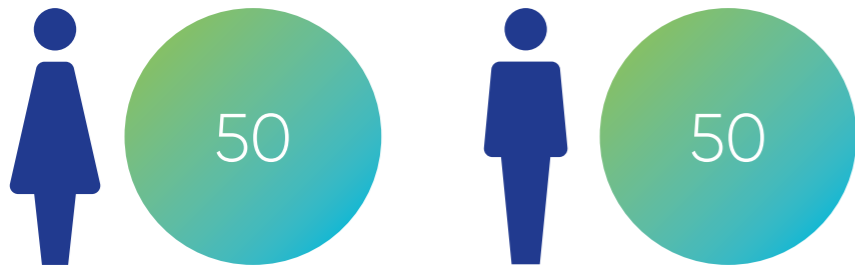
2025 has seen increases in the female population within the Lower & Upper Middle Quartiles. The Lower Quartile has seen the more significant increase and is now **37% Female vs 63% Male split**, which is the highest it has ever been since we started reporting.

Generally, throughout this report the gaps identified are not significant, except for the Mean Bonus Pay Gap which is directly linked to a higher percentage of females receiving Management bonuses. Across the business the **Male Relevant employees are 66.8% & Female Relevant Employees are 33.2%. That is a 1.95% increase in the Female population since 2024.**



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.



Full Pay Relevant Employee

Any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period will be a Full Pay Relevant employee.



Relevant Employee

All employees employed by the employer on the snapshot date of a given year, except Partners.

