

Birmingham Airport

Gender Pay Gap Report

2023



[birminghamairport.co.uk](https://www.birminghamairport.co.uk)

Introduction

The 2023 Gender Pay Gap report highlights where Birmingham Airport is today as an organisation. It is worth noting that the 2023 Gender Pay Gap report focuses on our business as at April 2022 following the restart of aviation post the Covid pandemic. Therefore, this report is slightly skewed, as it is not a true reflection of our gender pay gap now as our headcount has significantly increased although the majority of these positions are starter entry level, and consequently for the 2023 report, our Gender Pay gap widened. However, we can evidence that fair and equal pay opportunities apply to all our employees.

This Gender Pay Gap Report strengthens our resolve to continuously improve in this area, not only by working to reduce the pay gap but also through improving the attraction, recruitment, retention, and development of our workforce.

Whilst we have seen some fluctuation with our Gender Pay Gap result for this year's report, we are not complacent and recognise there is still work to be done. We need to improve our gender balance at all levels in the Company and this is something that we will focus more on over the coming

years. We recognise that this will take time to achieve but so far, we are showing progression and improvement in this area.

Overall, there has been a significant amount of work taking place to ensure that no individual, irrespective of gender, is treated less favourably. Our new values, "respectful, supportive, curious, dedicated, and inclusive" are not just words but form part of the norm and the way we do things around here. We want our employees irrespective of gender to feel valued for their individuality, succeed in our business, and share a sense of belonging, reflected in our values.

As the airport returns to pre pandemic levels, we recognise that we must have the most talented employees with diverse backgrounds, cultures, perspectives, and experiences to support our future innovation and growth strategy.

Therefore, we remain committed to continue to create an inclusive culture which values difference, and therefore enabling our people to be their true selves at work, participate fully, and reach their full potential.





Nick Barton

Nick Barton
Chief Executive Officer

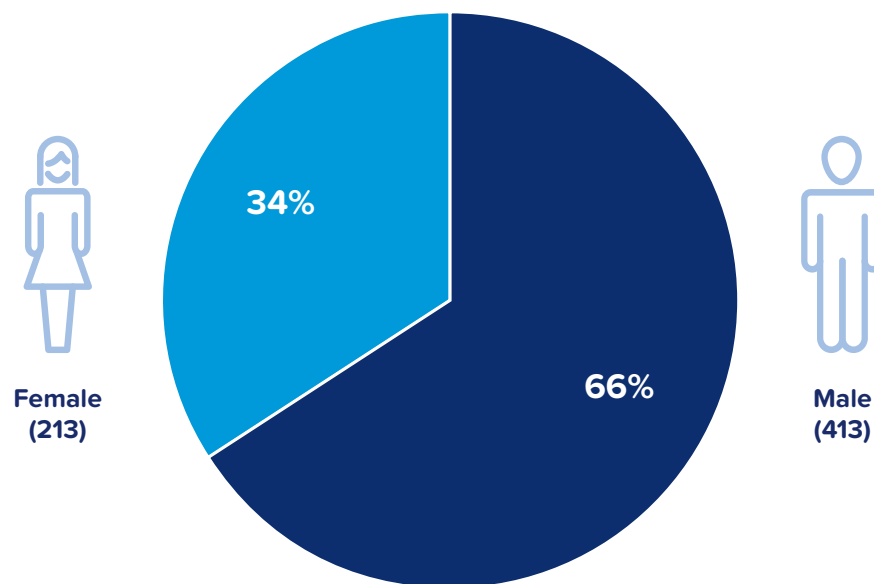
Our environment

The Airport employs staff through four separate companies:

-  Birmingham Airport Limited (BAL).
-  Birmingham Airport Air Traffic Limited (BAATL).
-  Birmingham Airport Holdings Limited (BAHL).
-  BHX Fire and Rescue Limited (BHXFR).

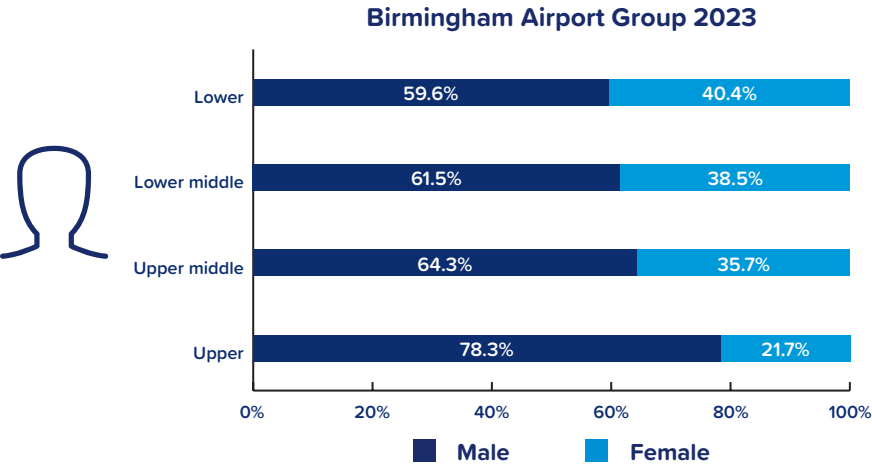
As of our 2023 snapshot date, the total number of full pay relevant employees in the group totalled 626 employees, BAL 518, BAATL 54, BHXFR 52 and BAHL 2.

Our 2023 gender profile
Full Pay Relevant (FPR)

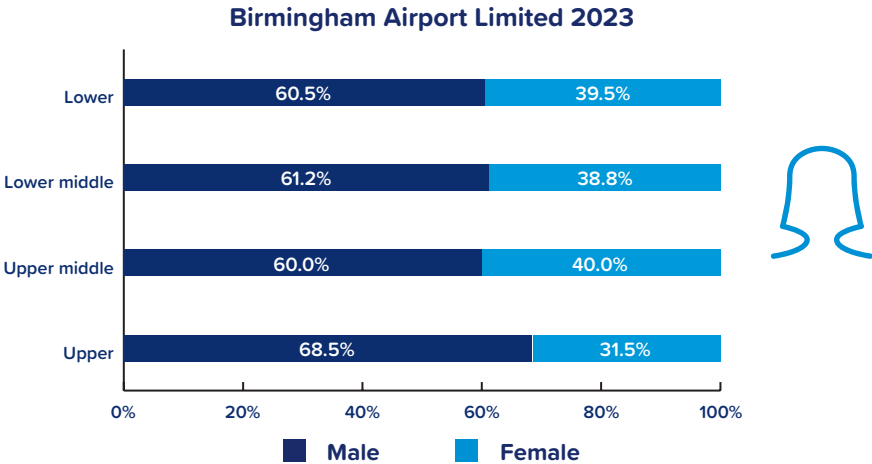


Our composition

Proportions of male and female in each quartile
(Birmingham Airport Group 2023)



Proportions of male and female in each quartile
(Birmingham Airport Limited 2023)



Gender pay gap - Birmingham Airport Group 2023

Difference between males and females	Mean	Median
Hourly rate of pay gap	17.7%	24.8%
Bonus pay gap	47.33%	35.38%

Gender pay gap - Birmingham Airport Limited 2023

Difference between males and females	Mean	Median
Hourly rate of pay gap	10.21%	2.55%
Bonus pay gap	23.8%	3.5%

Gender is not a factor in determining pay rates within the Birmingham Airport Group and non-management roles are on collectively agreed pay scales where men and women are paid equally for equivalent roles.

Our commitment to improve gender diversity

Our commitment to addressing the gender pay gap reflects our purpose 'Proud of Every Journey' and our People pillar.

We remain focussed on redressing the balance and the measures which we are taking to narrow the gap, improve gender parity, and ensure more opportunities exist for female talent include:

- Identify a succession pipeline of talent for the future.
- Committed to promote gender balance across all levels of the aviation industry.
- Creating an inclusive environment where talent is nurtured regardless of race, gender, religion, or ethnicity.
- Working across the region within our local community schools and colleges to encourage more females to study Science, Technology, Engineering and Maths (STEM) subjects and to enter related careers.
- To achieve a more balanced male vs female population with an initial

aim to increase the % of female senior job holders across the business.

- Make equality, diversity, and unconscious bias training mandatory for all.
- To promote a more inclusive environment representative of the region we operate in and one which attracts all candidates and signals our commitment to celebrate and promote diversity.

Adopt and apply the airports commitment to the WMCA Inclusive Leadership Pledge.

All our managers are undertaking leadership development programmes, a key element of this is understanding unconscious bias so that we can recognise and correct this both within our recruitment and selection processes and in other decisions we make every day. We are committed to training our managers in unconscious bias as we strive to reduce our gender pay gap – an important deliverable in our HR Strategy.

Our pillars



Our values

