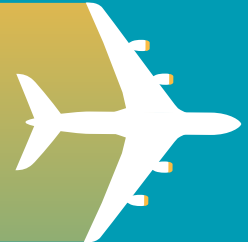


# London Gatwick Airport gender pay report 2021



# The gender pay gap and why we report it

## What is the gender pay gap?

The gender pay gap refers to differences in the average earnings of males and females, regardless of their role or seniority.

The equal pay comparison is made when a male and female do the same or similar job, whereas the gender pay gap report identifies other issues, such as limited females in senior roles.

Like all companies in the UK with over 250 employees, we're required to publish our gender pay gap figures. This transparent reporting inspires action to address pay inequality. It also keeps us accountable for supporting women in our business.

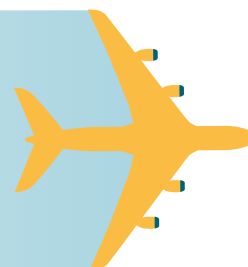
## What we're reporting

Six calculations are used to report the difference between the average earnings of men and women over a 12-month period. The data is anonymised, so we don't track individual earnings.

Once all employees are organised by gender and pay, we calculate hourly pay and bonuses. The following two different types of calculations are used:

- **The median pay gap** is the difference in pay between the middle-ranking woman and the middle-ranking man. This figure shows the difference between the male and female mid figures.
- **The mean pay gap** is the difference between the average male salary and the average female salary from our total wage bill. This number is calculated by taking the total wage bill for each gender and dividing it by the number of males and females included in the report.

Please note that employees receiving less than full pay (from furlough, sick pay, or maternity pay) on the snapshot date were excluded from these calculations.



# Our 2021 figures

This report meets Government standards but it's not the full picture. With almost 93% of our staff furloughed during our reporting date of 5 April 2021, we've included figures for our entire workforce as a comparison. In addition, the bonus payments referenced in our report relate to pre-pandemic contractual commitments, which affected just 18 employees.

## What we must publish

- The median gender pay gap using hourly pay
- The mean (average) gender pay gap using hourly pay
- The median gender pay gap using bonus pay
- The mean (average) gender pay gap using bonus pay
- The percentage of men and women in each hourly pay quarter
- The percentage of men and women receiving bonus pay

## The data we've used

On the snapshot date of 5 April 2021 92.85% of Gatwick's workforce were furloughed due to the COVID-19 pandemic, resulting in only 7.15% of the workforce being included in the median and mean gender pay gap calculations.



# Statement from David Conway, HR Director



Our people showed great resilience in 2021 as Gatwick continued to battle through the pandemic. We've worked together to sustain our business and protect jobs despite some big challenges.

Gatwick remains committed to creating a diverse and inclusive place to work. Different perspectives and backgrounds help us to be more innovative, creative, and effective as a business. This annual report keeps us focused on our ambition to reduce the gender pay gap at Gatwick.

#### **Our progress so far**

Since our last report, Gatwick has implemented a more inclusive recruitment process and we've launched a Women in Leadership programme for our high-potential employees.

We are currently tracking at 30% of females in management roles against our target of 33% female by the end of 2023.

We are very proud that our colleagues have formed Equal Plane, a business resource group dedicated to empowering women to fly higher (more on page 5). Members of this group sit on our Diversity, Equality, and Inclusion (DE&I) Council.

#### **Next steps**

As we build back fitter and stronger, equality will be central to the plan to hire 400 new colleagues in 2022.

We will also focus on:

- Launching our Diversity, Equality, and Inclusion Strategy, which will detail our commitment to improve representation and fostering a truly inclusive culture.

- Developing and expanding our DE&I Council membership.
- Supporting Equal Plane and the creation of new business resource groups.
- Continuing to break down the barriers to ensure we meet our ambitions for our leadership team to be 33% female by the end of 2023, to be 40% by the end of 2026.

We're at a unique point in Gatwick's history. We'll need everyone's perspective to find the creative and ambitious solutions that will help us grow back stronger. Diversity, equality, and inclusion simply must be a priority for us.

*As HR Director, I confirm that the information contained in this report is accurate.*

*The results within our gender pay gap reporting have been calculated and verified by Irwin Mitchell, Employment Lawyers LLP.*



# Equal Plane: Raising the bar on diversity and inclusion

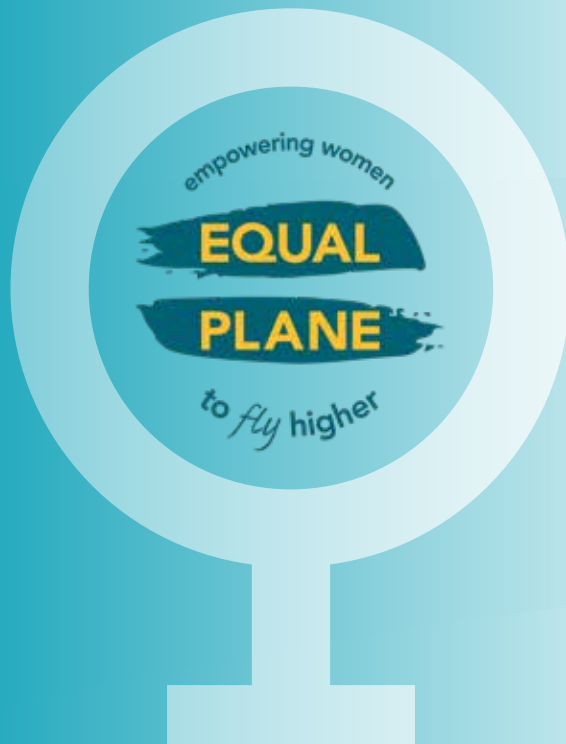
Equal Plane is an employee-led initiative with the aim of removing barriers, providing support, and promoting the talents of all women working here at all levels. Its members include cross-gender volunteers from across the business united behind a common goal.

We believe a diverse and inclusive environment is essential to unlocking the potential of women working at our airport. Equal Plane is Gatwick's first business resource group and is dedicated to tackling gender bias in the workplace. Launched on 8 March 2022 – International Women's Day – Equal Plane focuses specifically on women and their experiences at Gatwick.

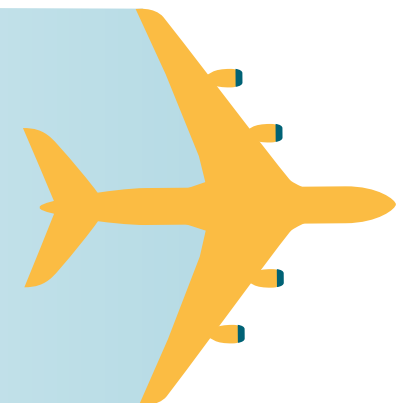
The group is passionate about making positive change at Gatwick. They will focus on several areas such as women's health in the workplace, increased opportunities for mentoring and shadowing, making operational changes to support women in the workplace, and evolving our approach to remove possible bias in our recruitment.

Equal Plane will help us create a culture to develop, retain and attract female talent to become the leading airport to both work at and fly from.

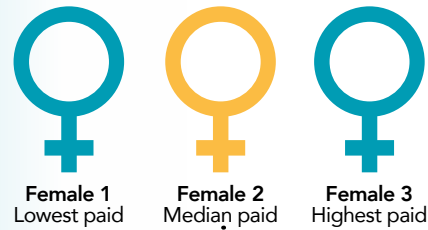
Together we fly higher.



Launching our Equal Plane business resource group on 8 March



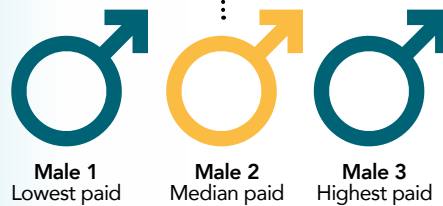
# Median and Mean gender pay data



Median gender pay gap

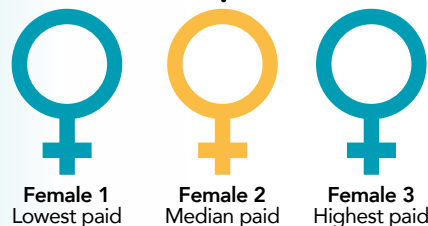
**26.3%**

Including furlough  
12.6%



Median gender bonus gap

**-75.0%**



Mean gender pay gap

**44.5%**

Including furlough  
17.8%

Mean gender bonus gap

**99.1%**

**1.1%** of females received bonus pay

**1.0%** of males received bonus pay

in the 12-month period ending on the snapshot date.

For more information about these figures, refer to page 3

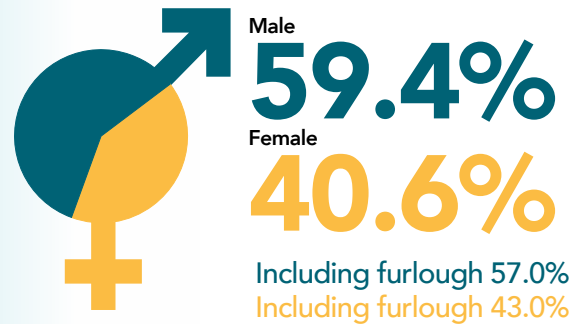
# Gatwick Airport gender pay data



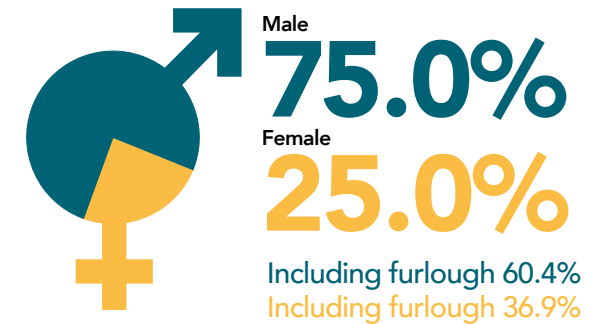
## Proportion of gender split by quartile

The proportions of relevant male and female full-pay employees who were in the lower, lower middle, upper middle and upper quartile pay bands in the relevant pay period.

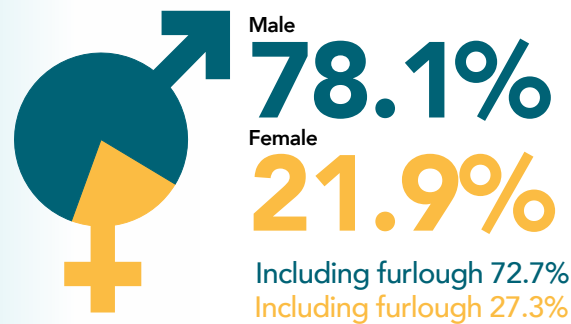
### Lower quartile



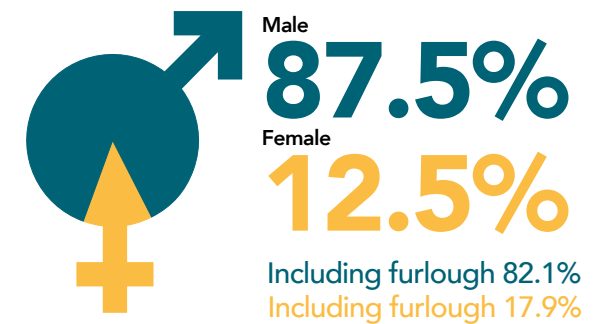
### Lower mid quartile



### Upper mid quartile



### Upper quartile



# London Gatwick Airport gender pay report 2021

