

Gatwick Gender & Ethnicity Pay Gap Report 2022



Introduction

We want Gatwick to be a more inclusive place to work, where everyone feels included and can thrive – one that reflects the diversity of our passengers and the communities we support. We've published our gender pay gap for the last six years in line with UK law, and we're voluntarily sharing our ethnicity pay gap for the first time this year. We've done this because we want to advance all areas of inclusion and be transparent about the changes and progress we're making.

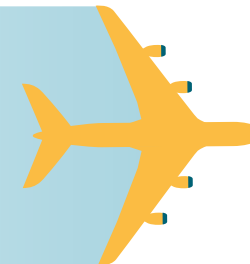
This report does not give the full story of where we are at in 2022. Along with the rest of the aviation sector we were heavily impacted by the pandemic with an 86.5% drop in passenger numbers in 2021 from 2019. With how this compares with our 2021 data when 93% of our colleagues were still furloughed, this has somewhat skewed our results. Still, we're committed to improve as we rebuild our workforce.

That's why we're fully committed to reducing our gender and ethnicity pay gaps through a targeted action plan, which includes clear goals to increase the number of our women in leadership roles and ensuring we have a diverse and inclusive recruitment process.

After two very difficult years, we are now on the road to recovery and growth. Our gender and ethnicity pay gaps are not a result of unequal pay, but of the gender and ethnicity imbalance in different parts of the company.

We know we have a lot to do and we're working to create a more inclusive workforce, by attracting a more diverse pool of candidates and making sure everyone at Gatwick feels truly included.

Stewart Wingate,
CEO, Gatwick Airport



Creating a culture of inclusion



We remain committed to creating an inclusive workplace, one where everyone feels welcome. And it's encouraging to see the progress we are making to ensure Gatwick is a great place to work.

Most recently we've launched REACH, our Race, Ethnicity and Cultural Heritage Business Resource Group (BRG). We have a strong group of colleagues who will be advocating and building awareness to ensure under-represented groups have a voice.

Alongside this Equal Plane, our BRG dedicated to empowering women to fly higher, is now well established and producing great work. It is encouraging

that women now account for 31.4% of our management roles, and we are well on our way to reaching our targets of 33% by the end of 2023 and 40% by the end of 2026.

As of September 2022 we have hired more than 600 new colleagues, with just over 50% of those women.

It's important that we continue to challenge each other to ensure we value everyone's view and foster a culture of inclusion.

Diversity, equity, and inclusion is a firm priority for us.

David Conway,
HR Director

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



What is the pay gap?

The pay gap is the difference in the average hourly wage of all men and women, or all white and all people from an ethnic minority background across a workforce. It is the same for ethnicity. This is distinct from equal pay, which is the difference in pay between people doing the same or similar jobs.

What is difference between mean and median?

The median pay gap is calculated by imagining two queues of all the employees in an organisation divided by gender or ethnicity. The salaries of the exact middle point in each queue are then compared to

reveal the pay gap within the organisation at that point.

The mean pay gap is calculated by comparing the average hourly pay of all the women in an organisation with the average hourly pay of all men in an organisation. Or in the case of ethnicity, by comparing all ethnic minorities against those from a white background.

The proportion of people in each quartile will divide colleagues into four equal-sized groups from lowest paid to highest paid and we publish the proportion of the demographics in each group – called a quartile.



I am delighted that this year, for the first time, we are voluntarily publishing our ethnicity pay gap. This is a key milestone in our journey to create a truly inclusive environment that actively values and thrives on diversity of thought, experience and background. While we have a way to go, this is a critical step forward."

Rachel Ford, General Counsel and REACH exec sponsor



Gender pay gap

On the snapshot date of 5 April 2022

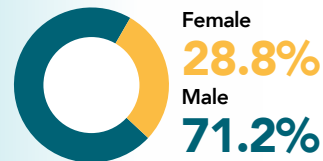
There is a decrease in both the mean and the median gender pay gap compared to last year's figures. It is difficult to make a correct and meaningful comparison with 2021, given it was a very atypical year. When we compare to last year's gap, including furlough, there is still a decrease in the median gap but a slight increase in the mean gap.

Our median gap is below the national average of 15.5% but the mean gap is higher than the national average of 13.5%. To close the gap we need to increase the gender diversity, particularly in the upper middle and upper quartiles. The makeup of our workforce in terms of gender is not balanced, but we have improved since the snapshot date.

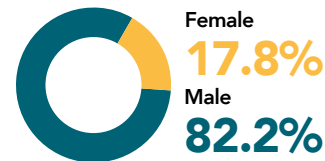
Equal Plane has been active for just over a year, with the aim of removing barriers, providing support, and promoting the talents of all women across the organisation."
Holly Jubb, Equal Plane Co-Chair

Quartile

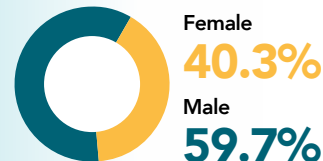
Upper



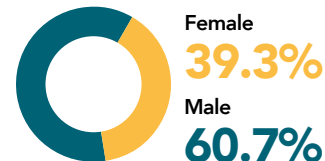
Upper middle



Lower

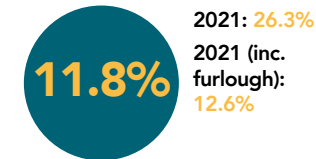


Lower middle

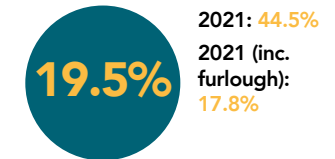


Colleagues

Median gender pay gap

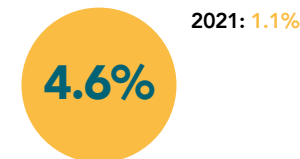


Mean gender pay gap

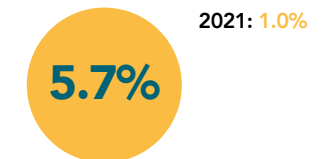


Colleagues receiving bonus

Female

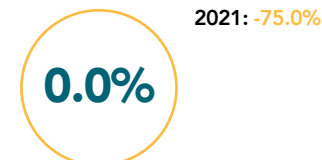


Male

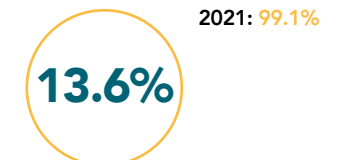


Relevant colleagues

Median gender bonus gap



Mean gender bonus gap



Very few people received a bonus this year and even fewer in 2021 due to furlough. Again, the comparative analysis is not meaningful but there was a significant reduction in the mean gender bonus gap.



Ethnicity pay gap



On the snapshot date of 5 April 2022¹

As this is the first time we are reporting the ethnicity pay gap there is no comparison data.

Though our ethnic minority representation is in line with the average Gatwick labour market Area² of 9.33% (except for the upper quartile) and it is relatively consistent across the quartiles (4.6% difference from the lower to the upper quartile), we want to increase representation in line with our passenger base.

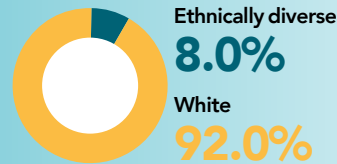
REACH aims to promote truly diverse representation at all levels, provide support and networking opportunities for Black, Asian and minority ethnic colleagues. REACH also aims to celebrate key moments and promote an inclusive working culture through education.”
Jonathan Akinsanya, REACH Chair

¹ Based on 83% of colleagues who have provided their ethnicity data.

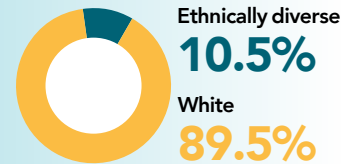
² Figure from Census 2011. 2021 results for ethnicity are not yet available. The Gatwick Labour Market area includes the following local authority areas: Crawley, Mole Valley, Reigate and Banstead, Croydon, Tandridge, Wealden, Lewes, Brighton and Hove, Mid Sussex, Horsham, Eastbourne, Adur, Worthing and Arun.

Quartile

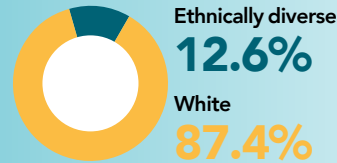
Upper



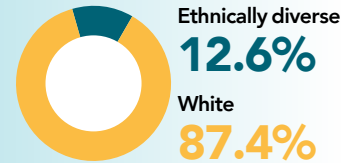
Upper middle



Lower



Lower middle



Employees

Median ethnicity pay gap



Mean ethnicity pay gap



Employees receiving bonus

Ethnically diverse



White



The median and the mean pay gaps can only be reduced by increasing the ethnic diversity at all levels but especially at senior levels.

Relevant employees

Median ethnicity bonus gap



Mean ethnicity bonus gap



Though very few people were eligible for a bonus this year, it is worth noting that the median ethnicity bonus pay gap was zero and the mean was a negative pay gap.



What's next?

We're working hard to establish Gatwick as a company where people feel safe and comfortable to bring their whole selves to work.

Our next Decade of Change sustainability policy takes us to 2030. It builds on the success of our first 10 year plan, but with an increased focus on Diversity, Equity & Inclusion (DE&I). Our new goals will continue our great work in the community and local environment, and we will increase our emphasis on people and emissions.

As we embark on a project to make best use of our Northern Runway and grow our airport, we are focused on further enhancing DE&I initiatives that support our recruitment and local communities.

In the short term we will be launching our reviewed DE&I strategy. Among other things, the strategy will include workstreams to increase ethnic and gender representation across Gatwick Airport, particularly at our senior level.

This will include introducing an inclusive recruitment process and enhancing our flexible working policies.

All our colleagues will also participate in DE&I training.

Our BRGs will have a key role to play in this review process, as they are best placed on ensuring everyone is represented.

Maria Martins, DE&I Lead



How we govern our performance

We monitor our performance using the gender pay gap calculations:

Making your gender pay gap calculations
GOV.UK (www.gov.uk)

And we follow government guidance through:

Collection

Gender pay gap reporting
GOV.UK (www.gov.uk)

Who reports

Who needs to report their gender pay gap
GOV.UK (www.gov.uk)

What to report

The gender pay gap information
employers must report
GOV.UK (www.gov.uk)



One of the highlights of my first year at Gatwick has been watching the incredible success of Equal Plane. They've made a lasting difference to gender equality at Gatwick – and we are already seeing the positive changes in more gender equal facilities, uniform choices and many other changes to come."

Jim Butler, CFO and Equal Plane exec sponsor

