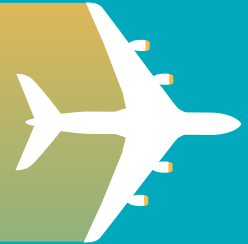


# London Gatwick Airport gender pay report 2020



# 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.

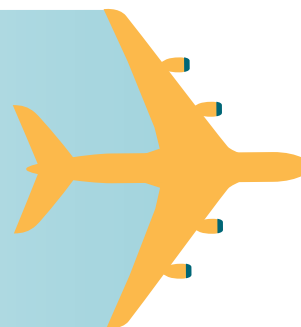
## What we're reporting

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 2020 figures



## 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 2020, over half the Gatwick workforce were furloughed due to the COVID-19 pandemic, resulting in only 31.5% of Gatwick's workforce being included in the median and mean gender pay gap calculations.

# Statement from David Conway, HR Director



Gatwick is 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.

Diversity and inclusion does not have a finite end and we understand the need to continually assess our efforts and ambitions. The data in our 2020 gender pay report demonstrates this, particularly with the increase in our median pay gap. We recognise that we need relentless focus and attention to ensure we improve this.

Our newly established Diversity, Equality and Inclusion Council will focus on some new initiatives to:

- overhaul our external and internal hiring processes to focus on evidence-based, inclusive hiring for gender, as well as ethnicity;

- encourage better career progression of women into senior roles; and
- incorporate a gender review into our annual compensation planning process.

We have set new ambitions for our leadership team to be 33% female by end 2023, to be 40% by end 2026 and we'll look to increase this further by the end of the decade.

Following the decimating impact of the COVID-19 pandemic on the aviation industry, we want to build back fitter and stronger, and for everyone at Gatwick this includes an increased focus on our diversity, equality and inclusion.

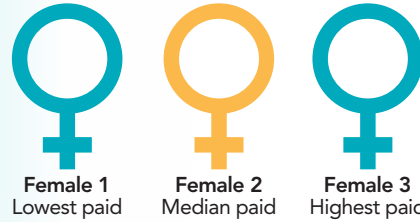
We don't have all the answers to how we create this change, and we look forward to hearing from our employees on how we can improve throughout this journey.

*The results within our gender pay gap reporting have been calculated, and verified by our Business Assurance auditors as accurate.*



# Gatwick Airport gender pay data

## Median & Mean gender pay gap



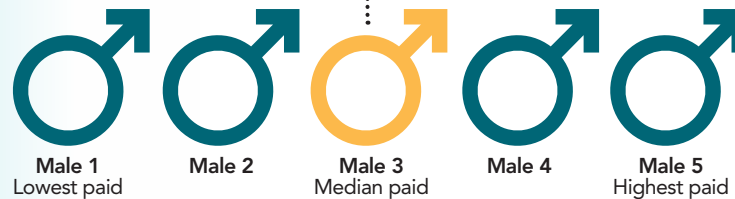
Median  
gender  
pay gap

9.9%



Mean  
gender  
pay gap

23.1%



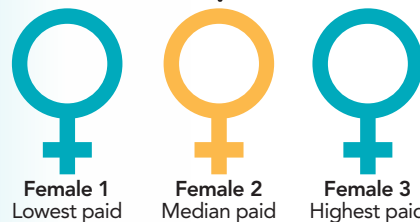
Median  
gender  
bonus gap

28%



Mean  
gender  
bonus gap

51%



**91%** of males  
received  
bonus pay and  
**81%** of females  
received  
bonus pay  
in the 12-month period ending  
on the snapshot date.

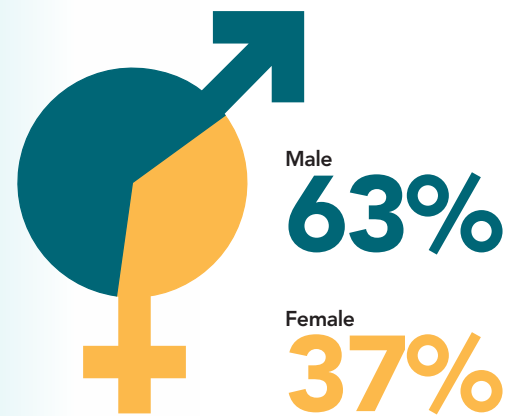
# Gatwick Airport gender pay data



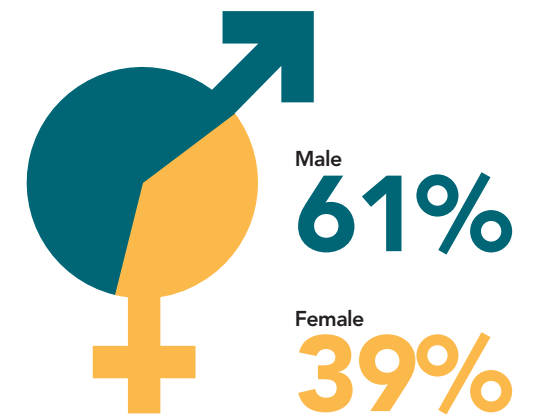
## Proportion of gender split by quartile

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

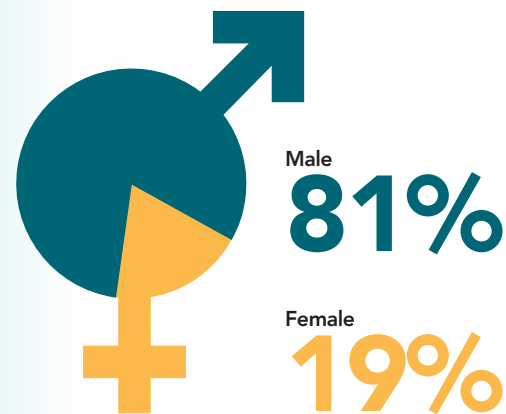
### Lower quartile



### Lower mid quartile



### Upper mid quartile



### Upper quartile

