



BA CITYFLYER
GENDER PAY GAP
REPORT 2022



GENDER PAY GAP

BA CityFlyer Limited is a wholly owned subsidiary of British Airways Plc and employs 530 people*. The Company operates scheduled passenger services at London City Airport.

"At Cityflyer we're focused on recruiting and retaining female talent to address the gender balance within our airline and have introduced targets to ensure we support more women into senior roles within our organisation. In 2022 we made changes to our processes to improve our attractiveness to female applicants and to help women at Cityflyer develop and flourish in their careers, including enhancing maternity pay and providing diversity and transparency in our onboarding and recruitment processes."

Louise Dobell,
People Business Partner

*as reported on 5 April 2022

At BA CityFlyer we have a median gender pay gap of 39%.

This has increased versus 2021. However, as last year's data was based on only 14% of our total workforce (the remainder of our colleagues were on furlough) so it is more appropriate to compare data for 2022 with our 2018 Gender Pay Gap data.

In comparing our 2022 Gender Pay Gap versus 2018, our Gender Pay Gap has decreased from 45% to 39%.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	39%	52%
BONUS PAY DIFFERENCE	25%	61%

CAUSES OF THE GENDER PAY GAP

Our Gender Pay Gap for 2022 has reduced by 6% versus 2018. However, our overall median Gender Pay Gap of 39% is reflective of the airline industry as a whole and is exacerbated by the higher number of men employed within our Pilot, Engineering and senior management roles. These roles predominantly reside within the upper pay quartile. Our Gender Pay Gap decreases to 19% when senior managers and Pilots are excluded from the calculations.

We conduct annual equal pay reviews to ensure that pay within BA Cityflyer is not influenced by gender.



CAUSES OF THE BONUS GAP

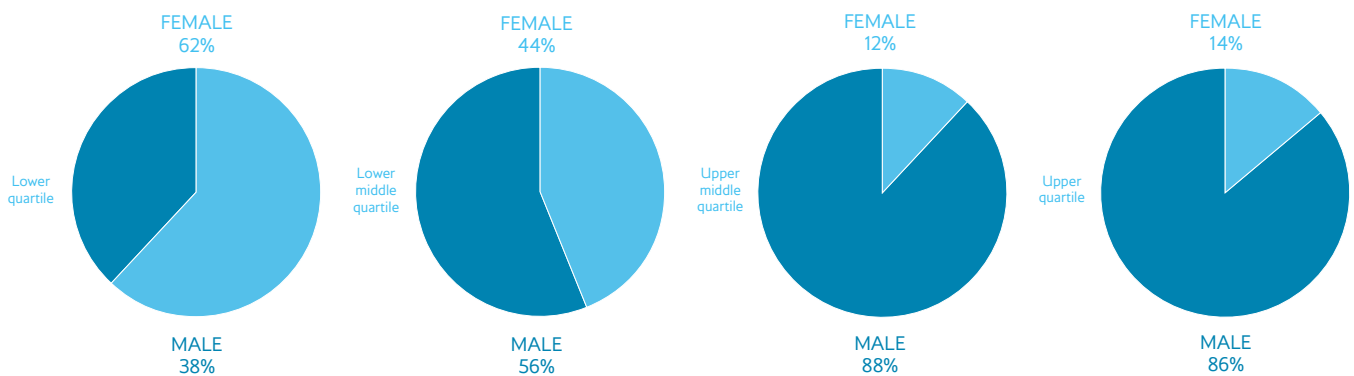
Comparing to 2018's reporting period - our mean bonus gap has decreased from 51% to 25%, and our median bonus gap increased from 50% to 61%.

In this reporting period, 82% of men and 68% of women who were eligible received a bonus. This bonus was a deferred amount from the 2019 performance year. As such a large proportion of colleagues who had recently joined the business were not eligible for this bonus, the majority being women in cabin crew roles.

PAY QUANTILES

In 2022, 49% of our workforce was female and 62% of these women resided within the lower pay quartile, versus 14% of our female community who were in senior management roles.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

During 2022, we adopted gender balanced interviewing and shortlisting and sought to provide salary transparency in the roles we advertised. In addition, we reviewed and enhanced our family friendly policies, including increasing our paid maternity and paternity leave periods, and operating hybrid working at our office locations. We also set ourselves stretching gender diversity targets and by 2025 we aim to have 40% of our management roles held by women.



USEFUL TERMS

EQUAL PAY	is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010.
GENDER PAY GAP	refers to the difference between men's and women's average earnings across the organisation, expressed as a percentage of men's earnings.

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Tom Stoddart,
CEO of Cityflyer, Euroflyer and GGS

