



BA Better World

The background of the entire page is a photograph of an aircraft engine. On the left, a man in a green and yellow high-visibility vest is working on the engine. On the right, a woman in a similar vest and large yellow earplugs is looking upwards. The overall color scheme is a gradient of blue and green.

BRITISH AIRWAYS
MAINTENANCE CARDIFF
GENDER PAY GAP
REPORT 2022



GENDER PAY GAP

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 385 people. The principal activity of the company is the maintenance, repair and overhaul of wide-bodied, long-haul Boeing aircraft. This activity takes place in a dedicated, purpose-built facility in South Wales called British Airways Engineering Wales.

“At British Airways Maintenance Cardiff our people are at the heart of our business and we value the contribution they make. We are committed to continuing to build a more diverse and inclusive workplace culture where everyone is valued and respected for their contribution to the organisation’s business performance.”

Tony Caine,
Director of Maintenance,
British Airways Maintenance Cardiff Ltd



At BAMC, our median Gender Pay Gap is 23% which is slightly higher than the current national median average of 14.9%. Our median Bonus Pay Gap is 0% and the average Bonus Pay Gap is 4%.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	9%	23%
BONUS PAY DIFFERENCE	4%	0%

Note: BAMC made a non-consolidated payment to some of its employees in March 2022. This has been treated as ‘ordinary pay’, rather than ‘bonus pay’, so falls outside our snapshot period of April 2022. This means this March 2022 payment is not reflected in our numbers. For transparency, we will run analysis on the gender split of this non-consolidated payment and will update this narrative once that is done.



CAUSES OF THE GENDER PAY GAP

Our median Gender Pay Gap has remained the same as in 2021 at 23%, and the mean Gender Pay Gap has reduced from 12% in 2021 to 9% in 2022.

94.3% of the workforce captured in the snapshot is male and 5.7% is female. The majority of our colleagues are employed in heavy mechanical roles, and we continue to find it difficult to attract women into these positions, despite running a number of proactive initiatives pre and post the global pandemic. The aviation industry has seen significant changes since the pandemic and recruiting into these skilled roles remain a challenge.

The gender pay gap remains driven by the high percentage of senior technical and management roles held by male employees. Our female employees work predominantly in administrative and support roles which attract a different market pay.

Within BAMC, non-managerial role salaries are agreed collectively with our recognised trade unions and we have a pay framework that is applied equally regardless of gender. Therefore, we are confident that there is complete gender neutrality, and the main driver of the pay gap is representation in our workforce, which is an industry wide issue.

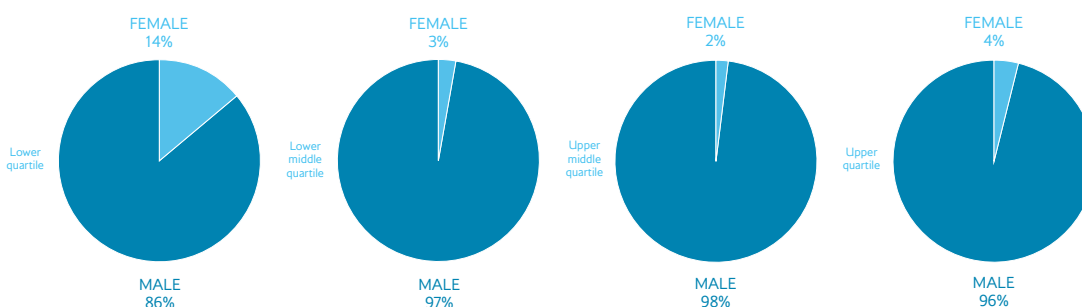
CAUSES OF THE BONUS GAP

The median for bonuses in 2022 was 0% and the average bonus gap was 4%. All our employees, irrespective of gender, have the same opportunity to earn a bonus at British Airways Maintenance Cardiff. For our non-banded employees, the bonus is agreed collectively with the trade union with no differentiation between employees. For management employees, a fixed amount was awarded to all colleagues in 2022, irrespective of gender and was based on year end salary. The average pay gap of 4% was driven by the gender representation of two senior managers who are male.

PAY QUANTILES

Given that only 6% of British Airways Maintenance Cardiff's workforce is female, the gender distribution across the four equal quartiles shows an under-representation of women in our most senior highly paid roles and a significant over-representation of women in lower paid roles. While this drives the difference in pay between male and female, it is fairly reflective of the overall make up of our workforce, which is male dominated.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE





HOW WE ARE ADDRESSING THESE DIFFERENCES

It is important to note that pay for operational roles is collectively agreed with trade unions, and we have a pay framework that is applied equally regardless of gender. We are committed to addressing our gender pay gap through significant change and positive action to attract and recruit more women as engineers and into our leadership roles, as well as into the STEM careers we offer.

INDUSTRY & STAKEHOLDER COLLABORATION

The entire UK aviation industry faces the same challenge, and we're working across the industry to understand how we can remove barriers and encourage women into the business, as well as improving flexibility to ensure that this is a viable career choice for them.

RECRUITMENT AND OUTREACH

Our main challenge is encouraging women to consider a career in engineering and one of our biggest areas of focus is working with schools and universities to encourage girls and young women to consider a future career in engineering. We do a significant amount of outreach by attending schools to share information on careers in aviation as well as supporting students from diverse backgrounds through Speedbird Z, our student engagement platform. Our Inclusion & Diversity, Emerging Talent and Operations teams are working with schools and universities to put in place a comprehensive strategic outreach plan that inspires students to pursue a career in engineering.

In 2022, we ran our first apprentice recruitment programme in three years and as part of the campaign, we engaged with local schools and female students. As a result, we saw an increase in female candidates and two of the successful fifteen apprentices were female. We are actively recruiting for the 2023 apprentice and undergraduate business placement programmes and continue to engage women into the business. BAMC is seeing an increased number of female applicants in both the apprentice and business placement opportunities.

We have open recruitment processes with gender balanced shortlisting and interview panels include females.

REDUCING BARRIERS TO ENTRY

One of the main challenges to entering the engineering industry is the perceived inflexibility. In 2022, we enhanced our family leave policy which provides enhanced time off for all colleagues with parenting responsibilities and also offer a range of working patterns across a number of the roles. This improves the options available to female colleagues.

This year, we will be partnering social mobility charity The Sutton Trust on their Pathways to Engineering programme, designed for Year 12 students aiming to pursue a career in Engineering. The aim is to help explore what a career in aviation looks like and break down barriers to the industry.



LEADERSHIP REPRESENTATION

We need to focus on increasing female representation in our senior leadership roles and have revisited the technical qualifications required in a number of our leadership roles to attract applicants from outside the industry with transferable skills.

We have open recruitment processes with gender balanced shortlisting, recruitment panels for all senior roles and have introduced an anti-bias tool to ensure our job adverts are attractive and inclusive to all prospective colleagues, regardless of background.

We are introducing more flexibility to help colleagues manage their work life balance, which helped us to retain and support them to progress their careers through a flexible environment. Our new family leave benefits were launched in April 2022, which has helped us to retain many more new parents.

We are focused on addressing inequality and are launching an Inclusion & Diversity strategy to address inclusion and representation across all under-represented groups. We are committed to addressing the Gender Pay Gap through recruitment, policies, learning & development, communication, awareness and engagement. While we recognise we have much more work to do, we are committed to change.

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.

Tony Caine,
Director of Maintenance,
British Airways Maintenance Cardiff Ltd