



BA Better World



GATWICK GROUND
SERVICES GENDER
PAY GAP REPORT 2022



GENDER PAY GAP

GGs provides a variety of services including front of house, gate, ramp, baggage handling and aircraft cleaning.

“At the time the 2022 data was collected (the ‘snapshot date’) our staffing levels had not yet recovered to pre-pandemic levels and therefore the data presented is not a true reflection of a full workforce. Following an extensive recruitment campaign during 2022, we believe that for 2023, we will be able to provide a more accurate representation of our Gender pay gap.

We look forward, therefore, to next year’s GPG report, which will contain a far more credible picture of our situation having moved further away from the effects of the pandemic and a return to normal staffing levels.”

Mark Gower,
Managing Director



Our Mean Gender Pay Gap is 9% and our Median Gender Pay Gap is 10%

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	9%	10%
BONUS PAY DIFFERENCE	N/A	N/A

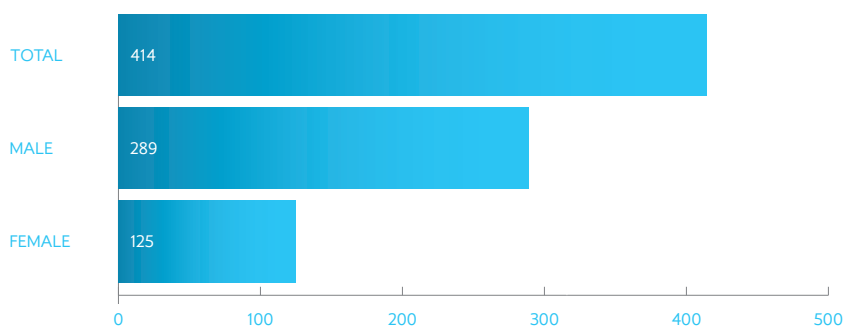


CAUSES OF THE GENDER PAY GAP

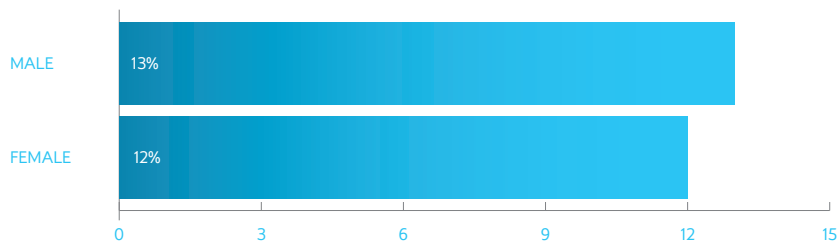
We currently have a higher proportion of women represented in Front of House roles, while we have a higher proportion of men in our Ramp roles. While we operate an equal opportunities recruitment process, Front of House services are significantly more attractive to a young female demographic and are often used as an entry point into the wider world of travel and tourism. Conversely, roles found within the Ramp area are traditionally more attractive to a male workforce.

We are satisfied that we do not discriminate on the grounds of sex when we pay and reward our people.

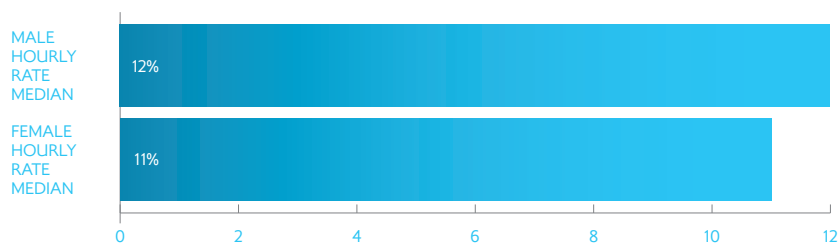
TOTAL NUMBER OF EMPLOYEES



MEAN PAY (HOURLY PAY)



MEDIAN PAY (HOURLY PAY)

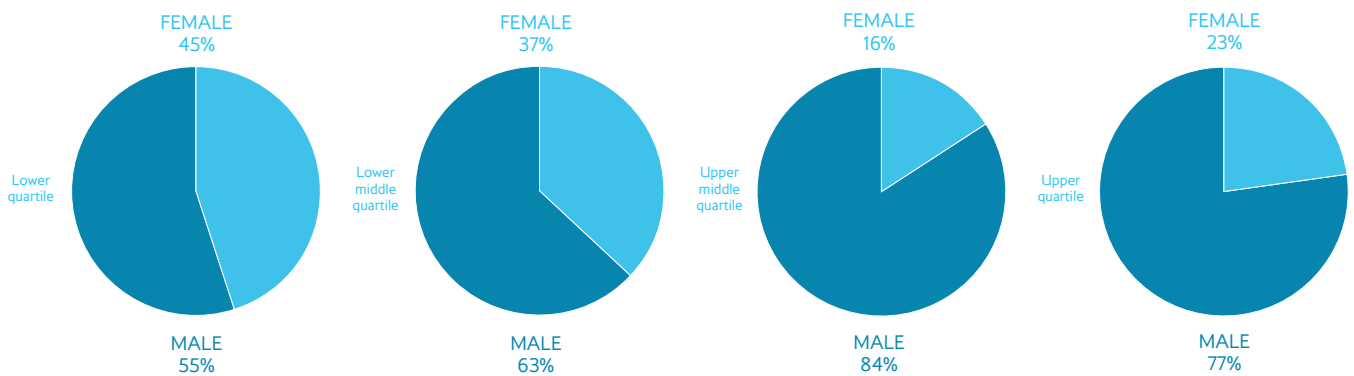




PAY QUANTILES

Men feature much more highly than women in the upper three quartiles, which highlights the differences in demographic between the Front of House services and Ramp areas of the business.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE



CAUSES OF THE BONUS GAP

We can confirm that there were no bonuses paid throughout the reporting period.

HOW WE ARE ADDRESSING THESE DIFFERENCES

We will continue to work with our recruitment partners to ensure equal opportunities for men and women. We are working hard to develop women within the organisation to reach their full potential and take on senior roles (upper quartile) within GGS and to create succession pathways to facilitate this.



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.

Mark Gower,
Managing Director