

GENDER PAY GAP

REPORT 2020

BA CityFlyer Limited is a wholly owned subsidiary undertaking of British Airways Plc and employs 655 people*. The Company operates scheduled passenger services at London City Airport.

"At BA CityFlyer we seek to promote a diverse and inclusive workforce and are proud that we have a modern approach to flexible and agile working. This continues to be vital as we navigate our way through the global pandemic and consider our post Covid-19 recovery. In a year where reports suggest women have been adversely impacted in work because of the challenges of the pandemic, we have strived to support our colleagues to ensure this is not the case. We remain committed to creating a more gender balanced airline and look forward to progressing on this journey in 2021."

Caroline Osler – Head of People

At BA CityFlyer we have a median gender pay gap of 19% which is higher than the current national median average of 15.5% and a median bonus gap of 54%.

Due to the global pandemic our 2020 reporting for the Gender Pay Gap is based on a population size of 58 colleagues (just 11% of the total workforce), as at the time the snapshot was taken all other colleagues were on leave or Furlough, so the figures cannot be viewed as a credible representation of the Gender Pay Gap in our business. However, the Gender Bonus Gap is based on the total population.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	7%	19%
Bonus pay difference	41%	54%

CAUSES OF THE GENDER PAY GAP

BA CityFlyer is an airline and underlying our Gender Pay Gap overall is the imbalance of men and women in our higher paid and senior roles, with significantly more men than women in Engineering and Flight Crew positions, which is reflective of the airline industry.



Our median Gender Pay Gap has decreased from 45% in 2018 when we last reported to 19%. This figure is impacted by the Covid-19 crisis and the high percentage of colleagues being furloughed under the government Job Retention Scheme (JRS) and exempt from the data. We believe that our Gender Pay Gap would be at or around a similar percentage as 2018/19 if it had been a normal year.

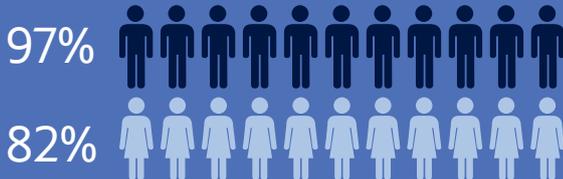
We remain confident that pay is not influenced by gender: our Cabin Crew and Flight Crew are on pay scales agreed with unions; our Line Engineers are on fixed rate; and, we diligently carry out annual equal pay audits for our performance paid colleagues, ensuring that pay between the genders is equal.

CAUSES OF THE BONUS GAP

The BA CityFlyer bonus scheme is linked to basic salary earned (and paid) during the performance period and as such contributes to the Bonus Pay Gap. The scheme operates a defined eligibility criterion that is applied to all. BA CityFlyer did not pay bonuses in 2020 – however bonuses from 2018 performance year were paid in April 2019, and as such fall into the relevant reporting period.

The data shows that the mean bonus pay had decreased from 51% in 2018 to 41% in 2020 and the median had increased by 4% from 50% in 2018 to 54% in 2019. The gap reflects the fact that we have more men in senior and higher paid roles.

We continue to offer flexible working opportunities for our people and the median and mean bonus pay difference is also influenced by pro-rata bonus payments for our part-time colleagues.

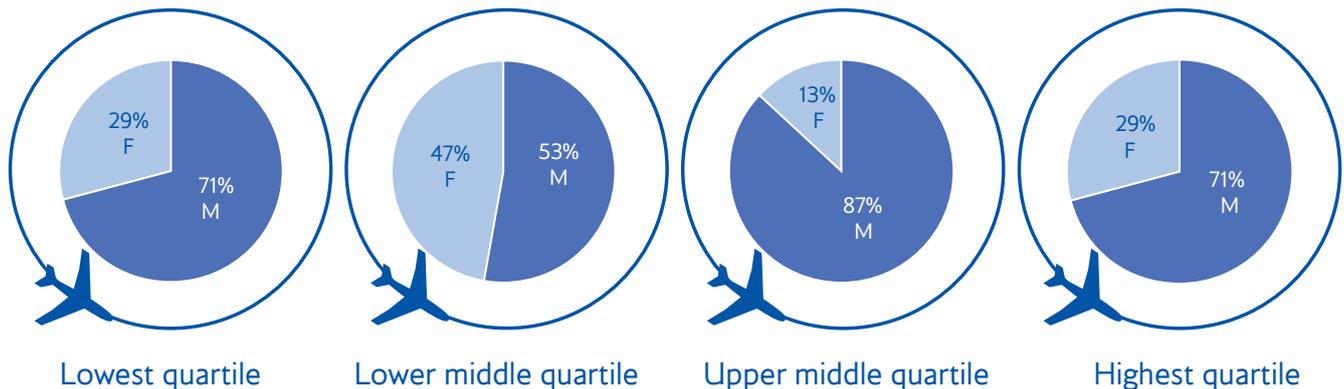


BA CityFlyer's bonus scheme has an eligibility criteria that is fair, with men and women given an equal opportunity to earn bonuses and commission. In the period reported 97% of men and 82% of women received a bonus.

PAY QUANTILES

During the reporting period BA CityFlyer furloughed 89% of colleagues, with just 11% remaining in work. 71% of colleagues that remained working (and not on other leave) were male and 29% female. The Gender Pay Gap in 2020 is therefore driven by the operational requirement for predominantly Engineering and Management positions to be working during this time. There are more men in these roles and this is the main reason for the difference in pay between men and women, rather than an equal pay issue.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

We are committed to tackling the gender imbalance and to building a diverse and inclusive workforce. Although the global pandemic may have impacted our progress in 2020 we continue to seek to focus on three key areas to improve our Gender Pay and Bonus Gap:

- Recruitment
- Development
- Family-friendly policies

Our flexible working policy that was introduced in 2019 has seen us move away from core hour working for office-based employees and has enabled colleagues to better balance their work and personal commitments prior to and during the pandemic. We sought to support colleagues in 2020 to help them cope with childcare, home-schooling and other exceptional situations. Going forward we will recommence our involvement in STEM events and recruitment fairs, utilising our BA CityFlyer Ambassadors to share their own experiences and raise awareness of the varied opportunities within aviation for women. In addition, we have launched a project to increase our focus on diversity and inclusion in 2021 and this includes gender.

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 and women's average earnings across the organisation, expressed as a percentage of men's earnings.

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

Tom Stoddart
 Managing Director
 BA CityFlyer

