

GENDER PAY GAP

REPORT 2020

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 546 people, however the report is based on 413 people as it does not include colleagues who were placed on the Government's Furlough scheme during the period of the snapshot. 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.

"At British Airways Maintenance Cardiff people are at the heart of our business and we place value on 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."

Dave Exon - Director,
British Airways Maintenance Cardiff Ltd.

At BAMC, our median Gender Pay Gap is 20% which is slightly higher than current national median average of 15.5%. Our median Bonus Pay Gap is 0% and the average Bonus Pay Gap is 4%.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	17%	20%
Bonus pay difference	4%	0%



CAUSES OF THE GENDER PAY GAP

Our median Gender Pay Gap has increased from 13% in 2018 when it was last reported to 20% in 2020 and the mean Gender Pay Gap has moved from 11% in 2018 to 17%.

94% of the workforce captured in the snapshot is male and 6% is female. The majority of our staff 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 before the global pandemic.

The main reason for both our mean and median pay gap is that the majority of our senior technical and management roles are held by male colleagues. Our female colleagues work predominantly in administrative and support roles which are generally lower paid.

Within BAMC, salaries are agreed collectively with our recognised trade unions and we are confident that there is complete gender neutrality within our grades.

CAUSES OF THE BONUS GAP

Men and women have the same opportunity to earn a bonus at British Airways Maintenance Cardiff and the bonus was agreed collectively with the trade union. There is no median Bonus Pay Gap. The mean Bonus Pay Gap of 4% favours men, the bonus is prorated for part-time workers therefore the higher proportion of female employees working part-time creates the gap.

97%



In the period to be reported, 97% of men and 95% of women received a bonus at BAMC. Our clear bonus guidelines mean that bonus awards are fair and non-discriminatory.

95%



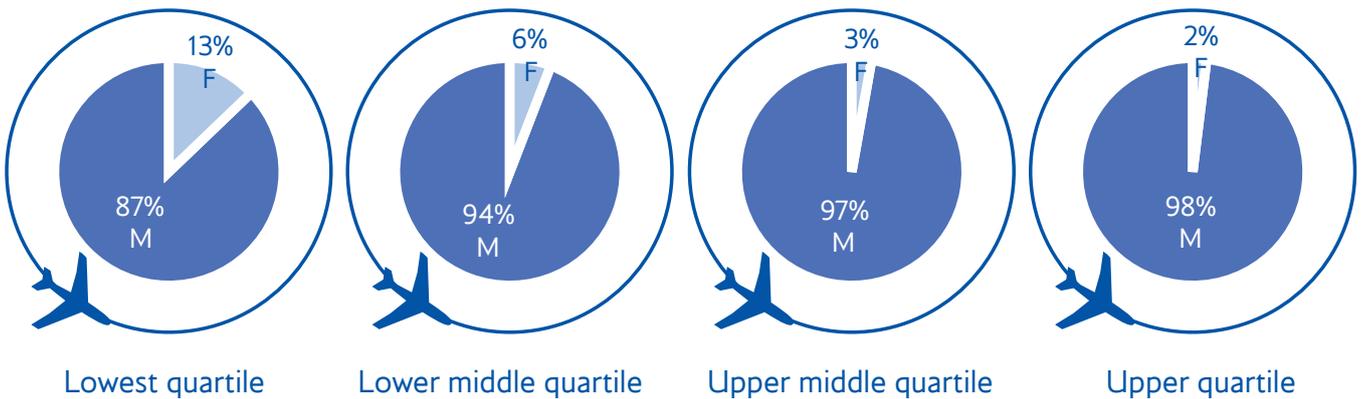
Everyone across the company is eligible to receive a bonus.

British Airways Maintenance Cardiff is proud to support those who choose to work on a part-time basis where possible. However the bonus calculation does not account for the number of these part-time employees, most of whom are men. As the Government requires that the calculation is based on actual bonuses received rather than on a full-time equivalent basis, it is important to take this into account when considering the mean and median bonus numbers.

PAY QUARTILES

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

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

- Prior to the global pandemic we had been working closely with local equality organisation Chwarae Teg (Fair Play) to host STEM events such as "Not Just for Boys" providing young people with an opportunity to find out more about different career options across a variety of industries and sectors before they choose their GCSE subjects.
- We had plans to continue to participate in numerous STEM related activities specifically targeting girls from local schools in Years 7 and 8 and voluntary organisations such as Girl Guiding. We plan to bring these back in the near future post the global pandemic.
- We continue to review our policies and flexible working arrangements to promote equal opportunities to all colleagues.

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.

Dave Exon
Director, British Airways Maintenance Cardiff Ltd