



BA Better World



BA CITYFLYER  
GENDER PAY GAP  
REPORT 2021



# GENDER PAY GAP

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BA CityFlyer Limited is a wholly owned subsidiary of British Airways Plc and employs 540 people\*. The Company operates scheduled passenger services at London City Airport.

"We have strived to support our colleagues during the pandemic and so far on our post recovery journey in an industry that has been heavily impacted. As we consider that more women were adversely impacted by the Gender Pay Gap during this time, we plan to support on a continuing basis by working in a hybrid and modernised way. We want to be part of a more gender balanced and forward-thinking airline and recognise this starts with our recruitment and talent streams – supporting more women into niche airline and senior management roles."

Caroline Osler,  
Chief People Officer BA CityFlyer



At BA CityFlyer we have a median gender pay gap of 8.1%.

Due to the global pandemic our 2021 reporting for the Gender Pay Gap is based on 14% of our total workforce only (77 colleagues). At the time the snapshot was taken all other colleagues were either on leave or furlough – as such the figures cannot be viewed as a reliable representation of our Gender Pay Gap.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	31.4%	8.1%
BONUS PAY DIFFERENCE	N/A	N/A

\*as reported on 5 April 2021



## CAUSES OF THE GENDER PAY GAP

Our median Gender Pay Gap has decreased from 45% in 2018 to 8%. This figure remains 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 would have expected our Gender Pay Gap to be at or around a similar percentage as 2018 if 2020/21 had been a year with no leave.

Our gender pay gap for this year is reflective of an imbalance of men and women in our engineering and pilot management positions which is reflective of the airline industry and the fundamental cause of the Gender Pay Gap within our business.

Following our annual equal pay audit, we remain confident that pay within BA CityFlyer is not influenced by gender.

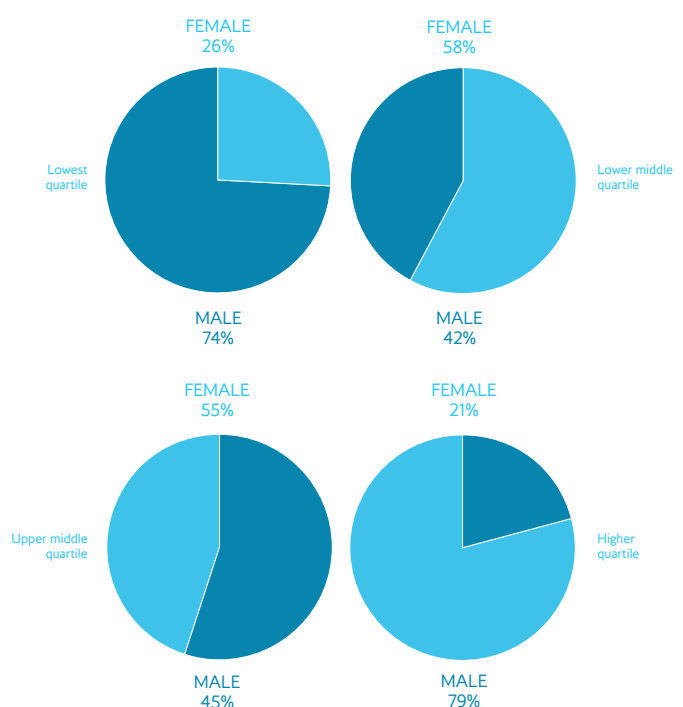
## CAUSES OF THE BONUS GAP

BA CityFlyer did not pay any annual performance bonuses in 2020/21 to colleagues.

## PAY QUANTILES

During the reporting period BA CityFlyer furloughed 86% of colleagues, with just 14% remaining in work. 60% of colleagues that remained working (and not on other leave) were male and 40% female. The Gender Pay Gap in 2021 was somewhat driven by operational necessity for Engineering and Management positions to be working during this time – where there are more men in the organisation that occupy these roles.

Proportion of women and men in each pay quartile





## HOW WE ARE ADDRESSING THESE DIFFERENCES

The global pandemic continued to impact our progress on tackling the gender imbalance we have within our airline. We do remain committed on the following key areas to improve our Gender Pay and Bonus Gap:

- Recruitment
- Development
- Family-friendly policies

This past year we have strived to continue to offer flexible working opportunities for our current colleagues and are proactively exploring new opportunities to offer flexibility from day one.

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### 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.

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We confirm the data reported is accurate.

Tom Stoddart,  
CEO BA CityFlyer

Caroline Osler,  
Chief People Officer BA CityFlyer

