

BA Better World



BRITISH AIRWAYS
MAINTENANCE CARDIFF
GENDER PAY GAP
REPORT 2021



GENDER PAY GAP

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 412 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 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."

Tony Caine,
Head of Maintenance



At BAMC, our median Gender Pay Gap is 22.6% which is slightly higher than current national median average of 15.4%. Our median Bonus Pay Gap is 0% and the average Bonus Pay Gap is 0%.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	11.6%	22.6%
BONUS PAY DIFFERENCE	0%	0%



CAUSES OF THE GENDER PAY GAP

Our median Gender Pay Gap has increased from 20% in 2020 and the mean Gender Pay Gap has moved from 17% in 2020 to 12%.

94.5% of the workforce captured in the snapshot is male and 5.5% 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.

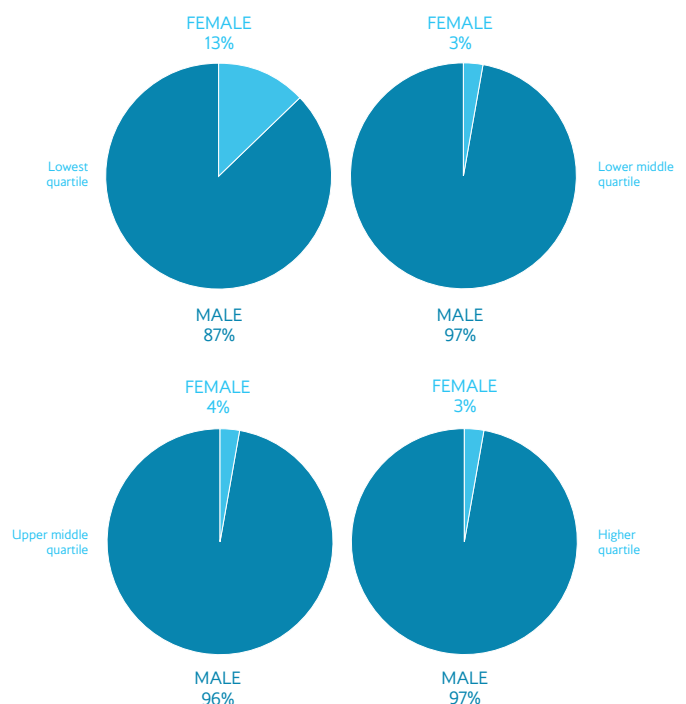
CAUSES OF THE BONUS GAP

Men and women have the same opportunity to earn a bonus at British Airways Maintenance Cardiff and the bonus is agreed collectively with the trade union. There is no median Bonus Pay Gap, no bonus payments were made in 2021.

PAY QUANTILES

Given that only 5.5% 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 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 are looking 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 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’s and women’s average earnings across the organisation, expressed as a percentage of men’s earnings.

I confirm the data reported is accurate.

Tony Caine,
Head of Maintenance