



BA Better World



GATWICK GROUND SERVICES
GENDER PAY GAP
REPORT 2021



GENDER PAY GAP

Gatwick Ground Services Limited (GGS) is a subsidiary of British Airways Plc. The organisation provides ground handling and aircraft cleaning services for British Airways at Gatwick Airport.

Following on from our 2020 report, the COVID19 Pandemic continued to have a major effect on our business. Once again, at the point of our Gender Pay Gap snapshot report, the vast majority of our workforce remained on furlough.

GGS, however, remain focused on the challenges of ensuring equality in gender diversity. The Gender Pay Gap Report will assist us in the future in understanding where we can make a positive difference in this area.

Our business is about to emerge from the greatest global crisis in our industry. Now Furlough has ended our employees are not only coming back, they are increasing in number. We look forward, therefore, to next year's GPG report, which will contain a far more credible picture of our situation and the challenges facing us.

Mark Gower,
Managing Director



PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	11.7%	16.5%
BONUS PAY DIFFERENCE	N/A	N/A



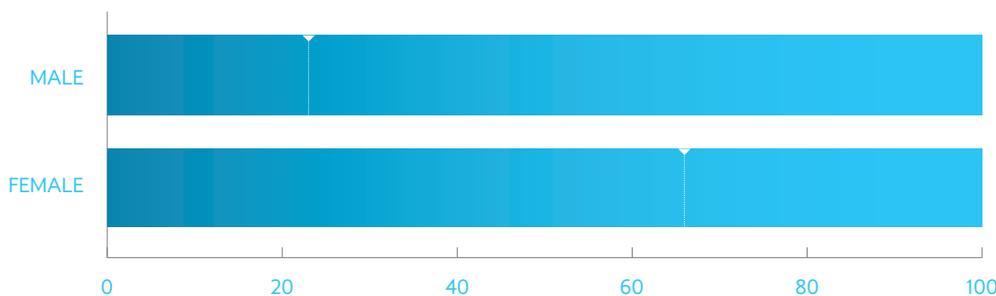
CAUSES OF THE GENDER PAY GAP

GGs now provides ground handling services and, since 2020, this has included Front of House services, Gate, Ramp, Baggage Handling and Cleaning.

Once again this year, due to the Global Pandemic 81% of our workforce were on furlough at the time the Gender Pay Gap snapshot was taken. The 13% of colleagues that were in work do not reflect the entire workforce. This means that we still cannot define the 2021 statistics as credible, and this makes it near impossible to create a narrative or develop any action plan for our workforce. In 2022, with the end of Furlough and as the business begins to build back, we should gain a better picture of our organisation in relation to the Gender Pay Gap.

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

We can confirm that no specific bonuses were paid in GGS throughout 2021.

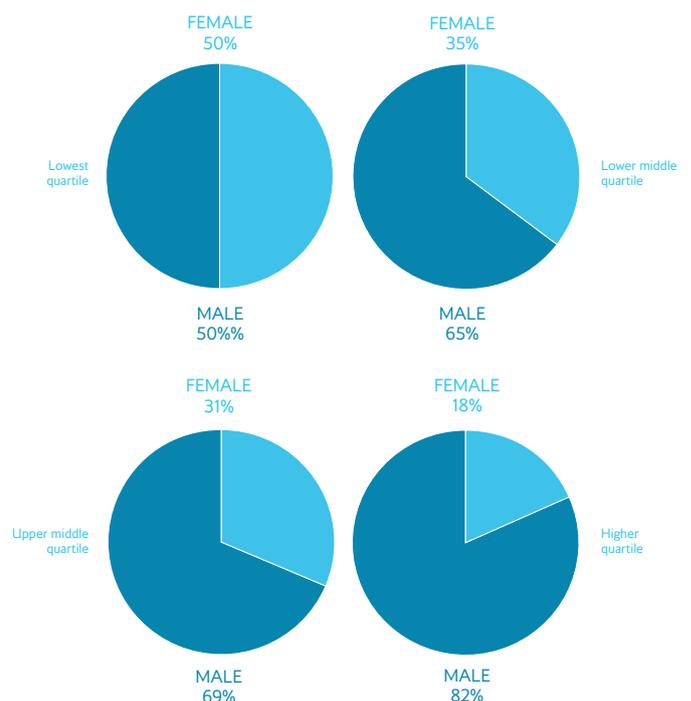


PAY QUANTILES

Based on a snapshot of just 13% of our workforce, the gender distribution across the four equal pay quartiles shows a significant over representation of men at all levels. This includes the senior level.

On the basis outlined above, the statistics are not credible and therefore cannot form the basis of a true analysis of our Gender Pay Gap or assist in the development of an action plan.

Proportion of women and men in each pay quartile





HOW WE ARE ADDRESSING THESE DIFFERENCES

In 2019 we recognised that there was an over representation of men in some area of our business, especially in areas such as Ground Handling and Baggage Handling. In 2020 we, of course, acquired business undertaking Front of House customer service duties, which employs a substantial group of women, but the majority of our staff still remained on furlough and were not counted in our GPG statistics.

2022 will see the business return to something near 'business as usual' and it will be this year that we will be able to produce more credible statistics with regards to our staff and a plan to address any areas of concern.

USEFUL TERMS

EQUAL PAY	is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010.
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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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I confirm that the data reported is accurate.

Mark Gower,
Managing Director