



BA Better World

BA CITYFLYER GENDER PAY GAP REPORT 2023



GENDER PAY GAP

BA Cityflyer Limited is a wholly owned subsidiary of British Airways Plc and employs 553 people*. The Company operates scheduled passenger services at London City Airport.

"At Cityflyer our gender pay gap decreased in 2023 and our percentage of female pilots remains more than double the UK industry norm.

We have many medium and long-term opportunities to maintain and build on this positive momentum, and in 2024 we're committed to developing our female leaders and attracting more women into management, flight crew and engineering roles.

We strive to create a sense of belonging for all our colleagues through communicating often, building trust, and growing the capability of our managers to nurture and support diversity within their teams."

Andrea Evans,
Head of People

*as reported on 5 April 2023

OUR GENDER PAY GAP

At BA Cityflyer we have a 2023 median Gender Pay Gap of 47%. This is 5% lower than our 2022 median Gender Pay Gap of 52%. Our mean Gender Pay Gap for 2023 remains relatively flat at 40%, against our 2022 mean of 39%.

Our median Gender Pay Gap decreases to 11% when Flight Crew are excluded from the calculation and reduces further to 9% when senior management roles are also removed. These percentage levels are below the national average.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	40%	47%
BONUS PAY DIFFERENCE	40%	34%

* as reported on 5 April 2023. It is important to note that the legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, we recognise and support all gender identities

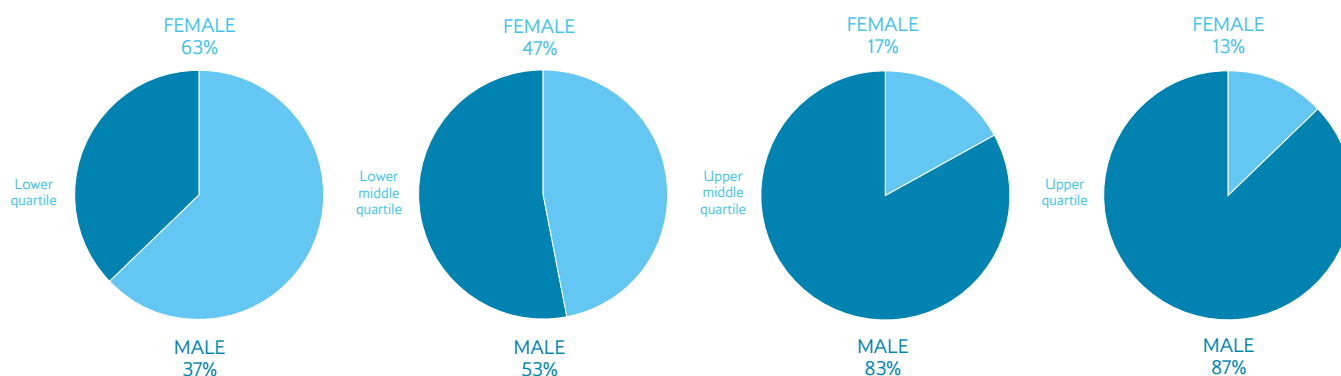


PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

For 2023, our total gender split of colleagues was 35% women, and 65% men. 65% of our cabin crew are female. The proportion of women in our pilot community is 10.3% against a national pilot workforce gender representation of approximately 5%.

In 2023, the percentage of women in our bottom pay quartile rose by 1% from 2022, the percentage in our middle quartiles rose by 8% combined, and our upper quartile reduced by 1%.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



CAUSES OF THE GENDER PAY GAP

Our overall median Gender Pay Gap is representative of the airline industry; we have a higher number of men employed in our more highly paid roles such as pilots, engineers and senior management, and more women in lower paid cabin crew roles.

Our crew salaries are collectively agreed through Union negotiations. The resulting pay framework is applied equally, regardless of gender. For our roles outside of collective agreements, we conduct annual equal pay reviews to ensure that pay within BA Cityflyer is not influenced by gender.

CAUSES OF THE BONUS GAP

Our median bonus Gender Gap reduced from 61% in 2022 to 34% in 2023. Our bonus system is based on a percentage of base salary and therefore our gap is driven by our overall median Gender Pay Gap.

The proportion of men receiving a bonus remained the same, whilst 18% more women received a bonus in 2023 over 2022.

We analyse and review annual performance ratings at BA Cityflyer to ensure that these are not influenced by gender.



HOW WE ARE ADDRESSING THESE DIFFERENCES

We aim to maximise our recruitment, promotion and retention of women into management, flight crew and engineering roles.

RECRUITMENT

We have firm guidelines for gender balanced interviewing and shortlisting, and we have provided further training for hiring managers in 2023. Also, in 2023, we joined with London City Airport in hosting events for local girls' schools to promote careers in aviation, with a focus on flight crew and engineering. We will explore other partnering opportunities with local communities. We continue our focus on inclusive language in our advertising.

PROMOTION AND RETENTION

Our current median gender pay gap for our management level was -4% in 2023, although our percentage of women in this band is only 25%, so there is still more work to do. In 2024 our Diversity, Inclusion and Equity strategy will include specific learning and development opportunities for women including mentoring and technical apprenticeships, as well as inclusion training for 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 that the information and data provided is accurate and in line with mandatory requirements.



Tom Stoddart,
CEO of Cityflyer, Euroflyer and GGS

