



BA Better World

BRITISH AIRWAYS MAINTENANCE CARDIFF GENDER PAY GAP REPORT 2023



GENDER PAY GAP

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 443 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,
British Airways Maintenance Cardiff Ltd



At BAMC, our median Gender Pay Gap is 20.0% which is slightly higher than the current national median average. The mean and median for the Bonus Pay Gap is 100%.

PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	20%	20%
BONUS PAY DIFFERENCE	100%	100%

* 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



CAUSES OF THE GENDER PAY GAP

Our median Gender Pay Gap has remained at 20% and the mean Gender Pay Gap has increased from 9% in 2022 to 20% in 2023.

Our industry-specific operational roles are governed by trade unions whereby contractual terms, including pay, are collectively agreed. Therefore, in respect of these roles, we continue to use a pay framework that is applied equally regardless of gender.

The gender pay gap is driven by the representation of women in specific areas due to the nature of our industry. We have more male colleagues in our senior technical and management roles, who earn higher salaries compared with our female colleagues who work predominantly in administration and support roles who earn lower salaries.

This requires sustained long-term efforts to reshape the workforce demographics and remains a key focus area for us. There has been a small improvement on gender from 2022 where 93.8% of the workforce captured in the snapshot are male and 6.2% are female. The majority of our colleagues 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 and post the global pandemic. The aviation industry has seen significant changes since the pandemic, and recruiting into these skilled roles remains a challenge.

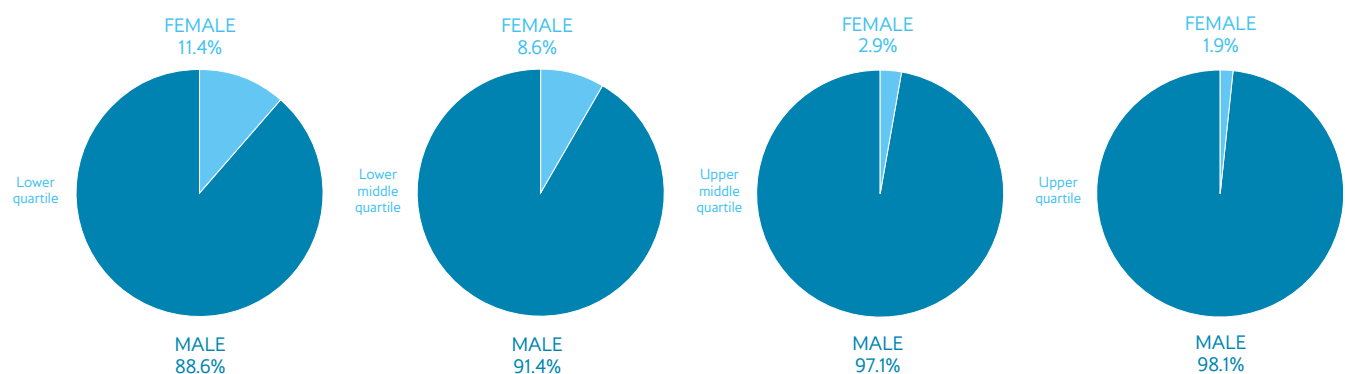
CAUSES OF THE BONUS GAP

Men and women have the same opportunity to earn a bonus at British Airways Maintenance Cardiff, the level of bonus is dependent on grade. The mean and median are both 100% as a result of under-representation of women in our most senior roles. These are the roles which are eligible for an incentive payment.

PAY QUANTILES

Given that only 6.2% 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 lower paid roles. Whilst this drives the difference in pay between male and female, it is fairly reflective of the overall make up of our workforce, which is male dominated.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUANTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

We continue to explore ways of how we increase the number of female employees into the business. As part of this.

- In 2023, we ran our apprentice recruitment programme and as part of the campaign, we engaged with local schools and female students. As a result, we saw an increase in female candidates;
- We are encouraging and empowering our colleagues to disclose their demographic data and digging deeper into the gaps around our female representation;
- Every colleague is required to complete a new Inclusion and Diversity eLearning package to support education and awareness, focussing on bias and inclusive leadership, this training will be completed by end of 2024, which is then repeated every three years;
- There will be tailored in-depth Inclusion and Diversity training for Engineering which will commence in March 2024 as part of the commitment for a positive change.
- We are actively recruiting for the 2024 apprentice and undergraduate business placement programmes and continue to engage with local schools, UK universities and placing the emphasis on actively recruiting females into the business.
- In October 2022 we improved our family leave policy which provides enhanced time off for all employees with parenting responsibilities. This increases the options available to female employees. We continue to review our policies and flexible working arrangements to promote equal opportunities to all colleagues.
- We are looking to continue to participate in numerous STEM related activities specifically targeting females from local high schools.

We are continually monitoring our progress and taking appropriate steps to address the Gender Pay Gap across all aspects of our colleague lifecycle, from recruitment and progression to engagement and awareness. We appreciate that it will take time to further drive and sustain a positive improvement, and we are fully committed to achieving true gender equity for our 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.

A handwritten signature in black ink, appearing to read 'Tony Caine', with a stylized, cursive script.

Tony Caine,
Director of Maintenance,
British Airways Maintenance Cardiff Ltd