



BA Better World

BA CITYFLYER GENDER PAY GAP REPORT 2024



GENDER AND ETHNICITY PAY GAP

BA Cityflyer Limited is a wholly owned subsidiary of British Airways Plc and employs 594 people*. The Company operates scheduled passenger services at London City Airport.

"I am pleased to say that our Median gender pay gap continues to trend downwards, and we have further decreased our percentage of women in our lower pay quartile. In addition, our gender balance overall has increased by 5%, and our manager cohort is now 38% female.

Last year, we committed to developing our female leaders, attracting more women into management, and nurturing and supporting diversity within our teams. I am very proud of our dedicated leaders and teams who continuously strive to deliver fair outcomes for all colleagues at Cityflyer. We acknowledge that there is still much to do and remain focused on continuously improving our pay gap and female representation at every level."

*as reported on 5 April 2024



Andrea Evans, Head of People

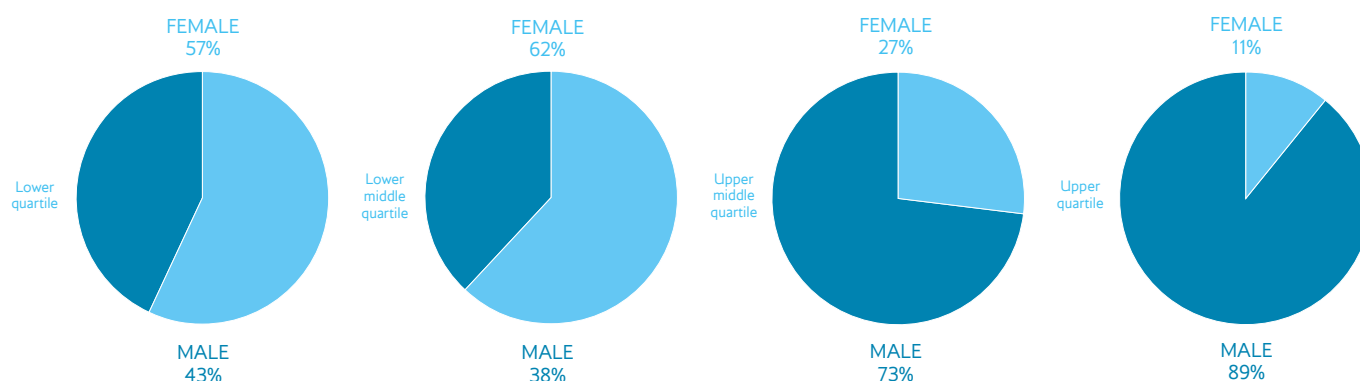
OUR GENDER PAY GAP

In 2023, we reported a Mean gender pay gap of 40% and a Median of 47%. In 2024, our Mean gender pay gap remained relatively flat at 41% and our Median decreased by 8% to 39%.

When Flight Crew are excluded, our Median gender pay gap is 4%, below the national average.

BA CITYFLYER PAY GAP				
	MEAN		MEDIAN	
	2023	2024	2023	2024
GENDER PAY GAP	40%	41%	47%	39%
GENDER PAY GAP EXCLUDING FLIGHT CREW	23%	11%	11%	4%

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



In 2024, the percentage of women in our bottom pay quartile reduced by 5% from 2023, the percentage in our middle quartiles rose by 25% combined, and women in our upper quartile reduced by 2%. This lower representation in our upper quartile is due to a lower representation of women at our senior leadership level.

For 2024, our total gender split of colleagues was 39% women, and 61% men. 68% of our cabin crew are female. The proportion of women in our pilot community is 10%, which is above the 2024 national average of 6%, estimated by the Civil Aviation Authority.

CAUSES OF THE GENDER PAY GAP

Our overall Median gender pay gap has reduced, although it continues to be representative of the airline industry; we have a higher number of men employed in our more highly paid flight crew roles 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.

OUR BONUS PAY GAP

Our Mean bonus gap was 40% and our Median was 30%.

BA CITYFLYER BONUS PAY GAP				
	MEAN		MEDIAN	
	2023	2024	2023	2024
GENDER BONUS GAP	40%	40%	34%	30%
GENDER BONUS GAP EXCLUDING FLIGHT CREW	61%	62%	71%	33%

CAUSES OF OUR BONUS GAP

Our median bonus Gender Gap reduced from 34% in 2023 to 30% in 2024. Our bonus system is based on a percentage of base salary and therefore our gap is driven by our overall Median gender pay gap.

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

In 2024, 86% of men received a bonus, and 93% of women received a bonus.

HOW WE ARE ADDRESSING THESE DIFFERENCES

RECRUITMENT

We aim to maximise our recruitment and retention of women, particularly in management, flight crew and engineering roles. At BA Cityflyer, we continue to execute gender-balanced interviewing and shortlisting.

DEVELOPMENT

In our 2023 gender pay gap report we committed to providing learning and development opportunities for women. During 2024 we participated in British Airways flagship Women’s Leadership development programme and partnered with the Royal Aeronautical Society to provide external mentoring services for our female colleagues.

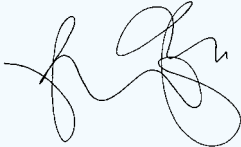
INCLUSION

Our senior leaders attended inclusive leadership training. We will look to extend this training to other managers in 2025. In addition, all colleagues will have a diversity and inclusion goal to enable them to own, drive, or be part of inclusion initiatives across the Company.

DEFINITIONS

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.



Ian Romanis,
Managing Director, Cityflyer

