



BA Better World

BA CITYFLYER GENDER PAY GAP REPORT 2025



GENDER PAY GAP

BA Cityflyer Limited is a wholly owned subsidiary of British Airways Plc and employs 633 people*. The Company operates scheduled passenger services at London City Airport.

This year's Gender Pay Report reflects both the progress we're making and the areas where we still have more to do. Our overall gender balance has shifted by 12%, and women now make up 44% of our Senior Leader Group, which is a strong foundation for our future pipeline.

We remain focused on building a more balanced organisation, increasing female representation across all levels, and continuing to reduce our gender pay gap year on year.

*as reported on 5 April 2025



Andrea Evans, Head of People

OUR GENDER PAY GAP

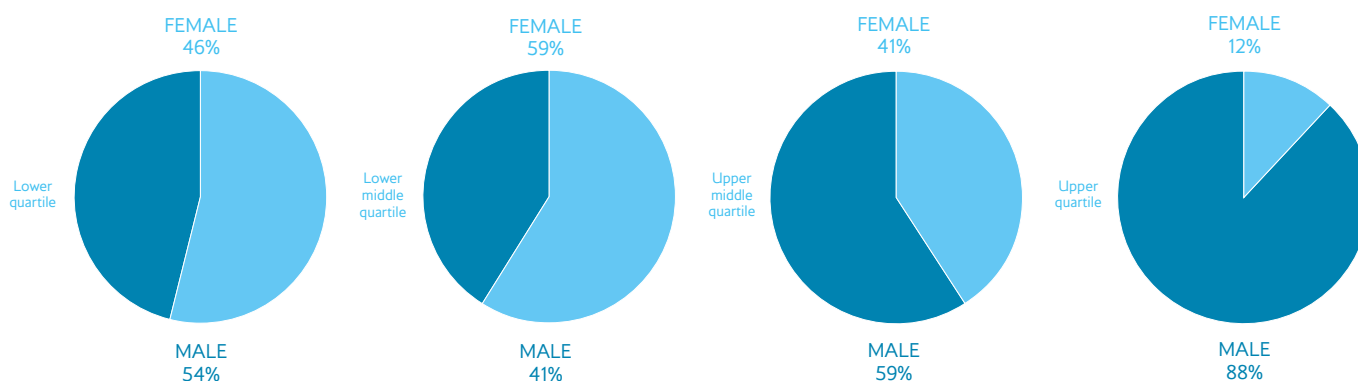
In 2024, we reported a Mean gender pay gap of 41% and a Median of 39%.

In 2025, our Mean gender pay gap decreased to 37% and our Median decreased by 12% to 27%.

When Flight Crew are excluded, our Median gender pay gap is 1%.

BA CITYFLYER PAY GAP				
	MEAN		MEDIAN	
	2024	2025	2024	2025
GENDER PAY GAP	41%	37%	39%	27%
GENDER PAY GAP EXCLUDING FLIGHT CREW	11%	3%	4%	1%

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



The gender balance across pay quartiles shows a mixed but generally positive shift versus 2024. Overall, the distribution shows gradual movement towards a more even gender balance in the upper middle part of our organisation, while the top quartile, largely driven by flight crew remains an area for continued focus.

For 2025, our total gender split of colleagues was 42% women, and 58% men. 68% of our cabin crew are female. The proportion of women in our pilot community is 7%, which remains above the 2025 national average of 5.2% comparing UK airline pilots as estimated by the Civil Aviation Authority.

CAUSES OF THE GENDER PAY GAP

Across the aviation sector, roles within Engineering and Flight Crew remain heavily male dominated, which continues to shape our overall gender pay position. If we exclude Flight Crew, then our pay structures are gender neutral, showing that our approach to pay is fair and consistently applied.

Our crew salaries are set through collective agreements reached with our recognised unions, and the resulting pay framework is applied consistently to all colleagues, regardless of gender. For roles outside of these agreements, we undertake annual equal pay reviews to ensure that pay decisions across BA Cityflyer remain fair and free from gender bias.

OUR BONUS PAY GAP

1. Female bonus median remains around one third lower than males across the organisation.
2. Our median bonus gap is influenced by the proportion of men in higher paid roles and bonus amounts being a percentage of basic pay for ground colleagues
3. Crew and line engineering bonus schemes are based on a set amount by role and regardless of gender or pay
4. Where male and females perform the same roles within identical bonus scheme, such as male and female Cabin Crew - the median bonus outcomes are equal or near equal

BA CITYFLYER BONUS PAY GAP				
	MEAN		MEDIAN	
	2024	2025	2024	2025
GENDER BONUS GAP	40%	39%	30%	33%

CAUSES OF OUR BONUS GAP

Our mean bonus Gender Gap has improved slightly from 40% to 39%. However, our median bonus gap has increased from 30% to 33%, reflecting the continued proportion of men in higher paid roles.

We review annual performance ratings to ensure they are free from gender bias.

In 2025, 92% of men received a bonus, and 91% of women received a bonus.

HOW WE ARE ADDRESSING THESE DIFFERENCES

RECRUITMENT, DEVELOPMENT AND INCLUSION

We supported London City Airport's Women in Aviation programme in Q1 of 2025 to inspire female students to join our sector. We also supported their annual STEM in Aviation event in Q4.

We remain committed to gender balanced shortlisting and interviewing, and do not ask colleagues to disclose their current salary, this is to support fairness and reduce the risk of exacerbating any historical pay inequalities.

We are committed to the on-going development of our leadership teams, fostering a culture of fairness, equity and trust.

Together, these initiatives form part of our commitment to supporting an inclusive and equitable environment and ensuring fair opportunity for everyone in our organisation.

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

