

Liverpool John Lennon Airport and ATCSL Gender Pay Gap Report

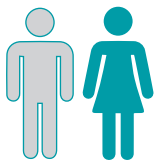
Liverpool John Lennon Airport (LJLA) and Air Traffic Services Limited (ATCSL) strive to ensure that people are treated equally at work across all levels, departments and locations. Through our People Strategy, we focus on making sure that everyone has the same opportunities for reward, recognition and career development, thereby achieving our goal of being an “Employer of Choice” and continued Investors in People (IIP) accreditation.

Improving diversity and Inclusion is one of four key people strategic objectives designed to create a more open and inclusive culture, recognising that differences can lead to innovation, creativity and flexibility and it is this focus that drives our continued success.

Liverpool John Lennon Airport is confident that all our people are paid equally for equivalent jobs and takes pride in the fact that we also have no gender pay gap. However, we are committed to continue to work hard to sustain this positive position.

This is our second Gender Pay Gap Report and has been published in accordance with the GPG reporting regulations under the Equality Act (2010) (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017. This legislation required UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees. This report combines the data for LJLA and ATCSL and relates to gender pay gap figures for 2018/2019. The gender pay gap is the difference in the average pay and bonuses of all men and all women in our organisation, irrespective of the role they perform.

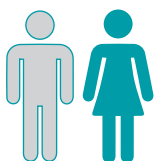
Pay Gap



Male employees earn an average (mean) **1.7%** less than female employees.

Male employees earn **4.9%** more than female employees (median).

Bonuses



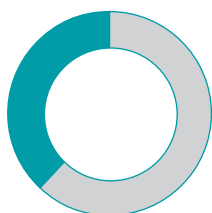
19.44% of all female employees received a bonus.

10.93% of all male employees received a bonus.

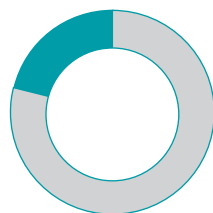
Average (mean) male bonus earnings are **17.36%** higher than female bonus earnings.

Median male bonus earnings are **16.75%** higher than female bonus earnings.

Gender Breakdown Per Pay Quartile



Lower Pay Q:
63% male, **37%** female



Lower middle Pay Q:
76% male, **24%** female



Upper middle Pay Q:
83% male, **17%** female



Upper Pay Q:
65% male, **35%** female

*All quartiles are overrepresented by males as overall we employ 2.5 times more males than females.

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Our Results



Males have historically dominated the Airport sector and this is still reflected at LJLA and ATCSL where **72%** of our employees are male and **28%** are female. However, we are proud to report that we have seen an improvement on last years minimal **4.3%** pay gap to the extent that male employees earn on average **1.74%** less than female employees and Liverpool Airport and ATSL have no gender pay gap. This is a great achievement and a rare occurrence in the aviation industry.

We are also pleased to report that our bonus payments are gender neutral in terms of the proportionality of those in receipt of a bonus and the quantity of bonus payments made. Last year the average male bonus earnings were **51.7%** higher than female bonus earnings which has reduced significantly to **17.36%**. This gap is in the main due to the fact that a number of female executives and managers work part time hours which does impact on these figures.

Our Approach To Equal Pay

LJLA and ATCSL are committed to providing equal pay for equal work as it is the right thing to do. We ensure this through our reward and recognition strategy and pay policies which are designed to control potential biases. For this we use a standardised approach to grading jobs through the Hay Job Evaluation process.

Representation Of Women

Whilst the gender profile of LJLA and ATCSL is still significantly male, we have worked hard to ensure that women are represented at every level in the organisation. The Executive Management team continues to be made up of **50%** females; our newly created Senior Management team is made up of **60%** females and the wider management team made up of **40%** of females. We have also internally promoted a number of women into senior operational roles which is again unusual in the aviation sector. This has been driven by the People Strategy which has focussed on internal development and progression, improving the quality of leadership and a culture of working flexibly. Other initiatives that have led to these results include:



Flexible Working and Options Scheme



Internal Progression



Career Pathways



On Boarding and Induction



Leadership and Management Transformation programme



Diversity and Inclusion Action Plan



My Plan Performance Management



Personal Coaching and Mentoring

We will continue to build on the success we have achieved so far and will continue to monitor and encourage gender diversity across both Liverpool Airport and ATCSL. Through the People Strategy, we will focus on attracting, retaining and developing a diverse range of talent and will ensure that our reward and recognition programme is fair and consistent to all our employees. We will also use our Diversity and Inclusion Action Plan to ensure that we stay focussed on our objectives and everyone working at Liverpool Airport are aware of these and their responsibilities.

I can confirm that the data provided is true and accurate.

Carol Dutton, HR and Community Director