

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 our SILVER Investors in People (IIP) accreditation.

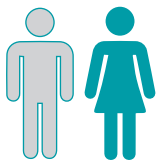
Improving diversity and Inclusion is one of four key people strategic objectives designed to create a more open and inclusive culture, recognising that differences can lead to innovation, creativity and flexibility and it is this focus that drives our continued success.

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 5th 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 as at 5th April 2021. 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



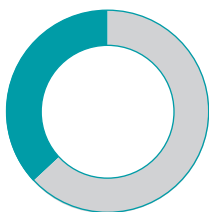
Male employees earn an average (mean) **10.93%** less than female (compared to 4.54% less last year)

Male employees earn **0.35%** less than females (median) (compared to 4.06% more last year)

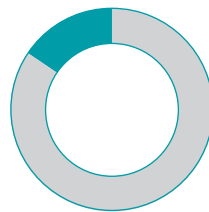
Bonuses

No bonuses were received during this year due to the impact of the pandemic

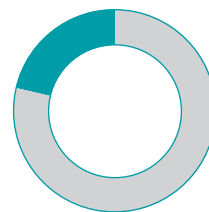
Gender Breakdown Per Pay Quartile



Lower Pay Q:
63.33% male **36.67%** female
(compared to male 57.81% & female 42.19% last year)



Lower middle Pay Q:
84.62% male **15.38%** female
(compared to male 85.71% & female 14.29% last year)



Upper middle Pay Q:
78.79% male **21.21%** female
(compared to male 78.13% & female 21.88% last year)



Upper Pay Q:
67.74% male **32.26%** female
(= exactly the same as last year)

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

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Our Results

74% Male

26% Female

Males have historically dominated the Airport sector and this continues to be the case at LJLA and ATCSL where **74%** of our employees are male and **26%** are female. However, we are proud to report that we have maintained a negative gender pay gap. Last year, male employees earned on average **4.54%** less than female employees and **4.06%** more (median). This year we have seen this gap increase to males earning on average **10.93%** less than female employees and **0.3%** less than females (median). This continues to be a great achievement and unusual in the aviation sector.

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 and the wider management team made up of **25%** of females. We have also continued to internally promote a number of women into senior operational roles which is again unusual in the aviation sector. This has been driven by our People Strategy which has focussed on internal development and progression, a coaching programme 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



Leadership Promise



Internal progression



Diversity and Inclusion Action Plan



Career Pathways



My Plan Performance Management



On boarding and Induction



Personal Coaching and Mentoring programme

All of these initiatives continue to positively impact our Engagement score which is measured on an annual basis. Our engagement score for 2021/2022 is **82%** which is **7%** lower than the previous year but is still **4%** above the average of companies surveyed by our survey provider.

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 Action Plan to ensure that we stay focussed on our objectives and everyone working at Liverpool Airport is aware of these and their responsibilities.

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

Carol Dutton, HR and Community Director