

# GENDER PAY GAP

REPORT 2018

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 635 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.

"At British Airways Maintenance Cardiff people are at the heart of our business. We continue to be fully committed to creating a working environment that promotes inclusion and diversity so that our colleagues can fulfil their potential and contribute to the success of the business. We have made positive steps during the year regarding our gender pay gap and are dedicated to continuing this journey."

Jason Mahoney - Director,  
British Airways Maintenance Cardiff Ltd

At BAMC, our median gender pay gap is 13% which is lower than the current nation median average of 17.9%. Our median bonus gap is 0%.

## PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	11%	13%
Bonus pay difference	-19%	0%

\* A negative number means the gap favours women.



## CAUSES OF THE GENDER PAY GAP

At BAMC our median gender pay gap has gone down from 20% in 2017 to 13% in 2018 and mean gender pay gap from 14% in 2017 to 11% in 2018. Our organisation, as is typical of the airline industry and the engineering sector within it, is male dominated. 94% of our workforce is male and 6% of our workforce is female. As the majority of our workforce is employed in heavy mechanical engineering roles, we continue to find it difficult to attract women into these roles despite initiatives to encourage females into the industry. This is the main reason for both our mean and median pay gap – our workforce is predominantly male, with both our senior technical and management roles dominated by male colleagues, while our female colleagues work predominantly in administrative and support roles. For the majority of our colleagues, salaries are agreed collectively with unions and we are therefore confident that there is complete gender neutrality within our grades.

## CAUSES OF THE BONUS GAP

Men and women have the same opportunity to earn a bonus at British Airways Maintenance Cardiff. The data indicates that the mean bonus gap favours women. This can be explained by the fact that more male colleagues work part-time within our business than female colleagues. No bonuses were awarded to either male or female employees in 2017.

98%



In the period to be reported, 98% of men and 97% of women received a bonus at BAMC. Our clear bonus guidelines mean that bonus awards are fair and non-discriminatory.

97%



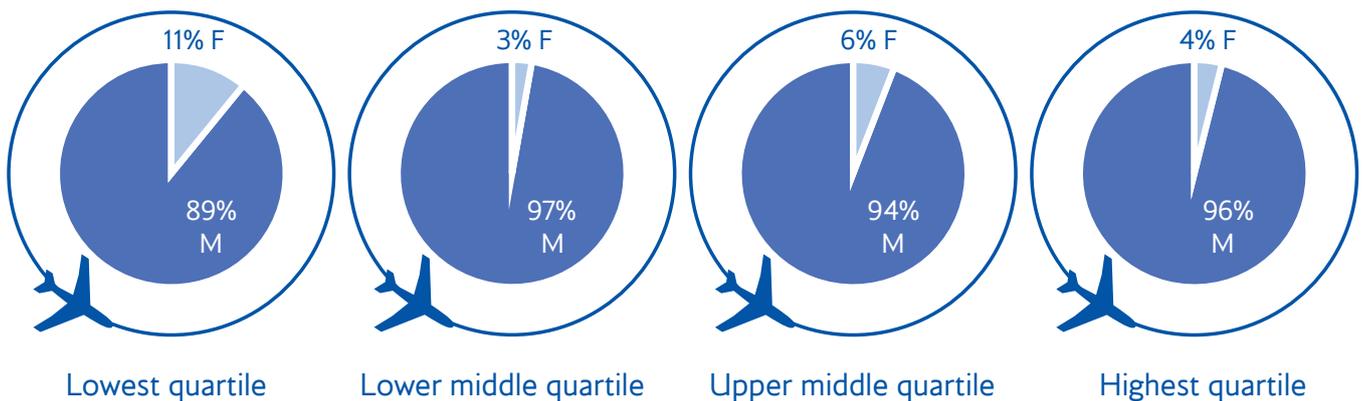
Everyone across the company is eligible to receive a bonus.

British Airways Maintenance Cardiff is proud to support those who choose to work on a part-time basis where possible. However the bonus calculation does not account for the number of these part-time employees, most of whom are men. As the Government requires that the calculation is based on actual bonuses received rather than on a full-time equivalent basis, it is important to take this into account when considering the mean and median bonus numbers.

## PAY QUARTILES

Given that only 6% of BAMC's workforce are women, the gender distribution across the four equal quartiles shows that there is a slight under-representation of women in senior highly paid roles and an over-representation of women in the lowest paid roles. While this is a driver for the difference in pay between men and women, it is fairly reflective of the overall make up of our workforce, which is male dominated.

## PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



## HOW WE ARE CONTINUING TO ADDRESS THESE DIFFERENCES

- We have implemented a number of community outreach initiatives with local schools, colleges and voluntary organisations such as the Girl Guides, to help promote a diverse range of opportunities.
- We are continuing to actively target young women to join our work experience programme as a means of promoting engineering as a potential career option.
- We have launched a fully funded career development programme for our female colleagues in partnership with local equalities charity, Chwarae Teg, to support them to create an action plan for their personal and professional development.
- We are reviewing our policies and flexible working options to promote equal opportunities to all 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.



We confirm that the information and data provided is accurate and in line with mandatory requirements.

Jason Mahoney  
Director, British Airways Maintenance Cardiff Ltd