

# GENDER PAY GAP

REPORT 2020

Gatwick Ground Services Limited (GGS) is a subsidiary of British Airways Plc. The organisation provides ground handling and aircraft cleaning services for British Airways at Gatwick Airport.

“Despite the challenges caused by the global pandemic in 2020, which saw the vast majority of our workforce furloughed on the Government scheme and some redundancies, we remain committed to ensuring our organisation remains proactive in the area of improving opportunities in our business for everyone regardless of their gender.

GGS looks forward to taking on these challenges in the coming years once the immediate challenges presented by the pandemic are overcome, as we recognise that celebrating our diversity leads to great inclusive teams.

The Gender Pay Gap Report assists us in understanding where we can make a positive difference in this area”.

Mark Gower, Managing Director

## PAY AND BONUS DIFFERENCES

	Mean	Median
Bonus pay difference	3%	13%



## CAUSES OF THE GENDER PAY GAP

GGS has traditionally provided services to the airline industry, primarily focused on duties on the ground such as baggage loading, so the workforce is predominantly employed in industrial airside roles.

In the summer of 2020, as part of a move to rationalise British Airways operations on the ground, we received a number of new staff into our business via a TUPE transfer and subsequently became responsible for Front of House customer service duties.

Due to the global pandemic, 93% of our workforce were on furlough at the time when the Gender Pay Gap snapshot was taken, and the 7% that were in work do not present a true representation of the entire workforce.

This unfortunately means that the statistical information gathered isn't credible and cannot be used in any firm narrative, or in developing any action plan for our workforce.

We are satisfied that we do not discriminate on the grounds of sex when we pay and reward our people.

## CAUSES OF THE BONUS GAP

As detailed above, just 7% of the workforce were in full-time employment at the time of the snapshot in April 2020. Our results therefore represent a distorted picture of our actual situation with 93% of the workforce not included in the reporting.

A bonus was paid at the end of March but only for Senior Management, whose roles accounted for 28% of the 7% reviewed. No other bonuses were paid in 2020.

With this in mind, we can confirm the statement we made last year. The gender distribution across the four equal pay quartiles still shows that there is a significant over representation of men at all levels. This includes the senior level.

## PAY QUARTILES

Despite increasing the number of women working in our business through the acquisition of our cleaning operation, the gender distribution across the four equal pay quartiles still shows that there is a significant over-representation of men at all levels. This is simply due to the nature of the work and industry we operate in. However, we are trying to address this as explained further on.

## PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

The statistics based upon on a snapshot of only 7% of our workforce are not credible and therefore cannot form the basis of a true analysis of our Gender Pay Gap or assist in the development of an action plan.

## HOW WE ARE ADDRESSING THESE DIFFERENCES

Last year we recognised that there was an over representation of men in some area of our business, especially in areas such as Ground Handling and Baggage Handling. In 2020 we acquired business undertaking Front of House customer service duties, which employs a substantial group of women.

Because of the global pandemic and the furlough, we have not been able to truly assess the impact of this new workforce on our business or implement our initiatives to improve female presence in those male dominated areas of the business. Once the challenges of the pandemic are concluded and our staff have all returned to work, we will review our gender profile and consider commitments for 2022.

## 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 and women's average earnings across the organisation, expressed as a percentage of men's earnings.

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

Mark Gower  
Managing Director, GGS

