

GENDER PAY GAP

REPORT 2017

“At British Airways, our people are at the heart of our business. We are fully committed to building a workforce that reflects the diversity of the customers we serve and to promote an inclusive and collaborative culture.”

Maria Da Cunha – Director, People and Legal

At British Airways, we have a median gender pay gap of 10%. This is smaller than the current national median average of 18.1% and we are working hard to further close the gap.

When it comes to bonus pay, the gender pay gap actually favours women, with a median of -19%.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	35%	10%
Bonus pay difference	20%	*-19%

*A negative number means the gap favours women



CAUSES OF THE GENDER PAY GAP

The airline industry has historically been male dominated, particularly in the pilot community. This remains the case at British Airways, where 94% of pilots are male.

Our gender pay gap is largely attributable to the lack of female representation at the more senior level of pilots and management, rather than an equal pay issue.

When pilots are excluded from the calculations, the pay difference favours women by 1%.



CAUSES OF THE BONUS GAP

Men and women have the same opportunity to earn a bonus through British Airways' corporate bonus scheme. The data indicates that although our mean bonus gap favours men, the median bonus gap favours women.

98% 

96% 

In the period to be reported, 98% of men and 96% of women received a bonus at British Airways. Our clear bonus guidelines mean that bonus awards are fair and non-discriminatory.

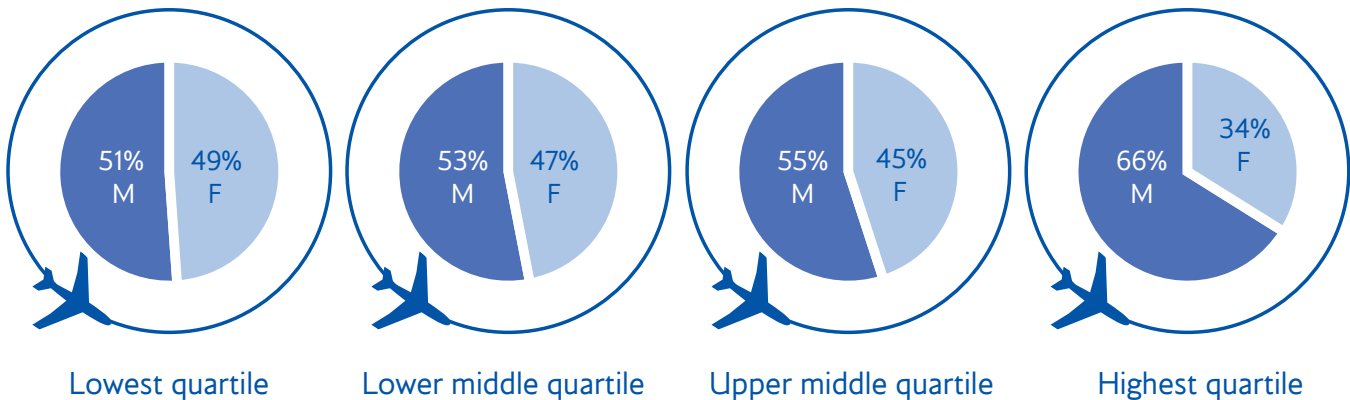
Everyone across the company is eligible to receive a bonus.

British Airways 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 women in our lower pay quartile. 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

The gender distribution across our pay groups indicates that 46% of the British Airways workforce is made up of women and that there are more men than women in senior roles. This suggests that the gaps reflect the fact that there are fewer women in these roles, rather than an equal pay issue.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

We are working hard to close the gender pay gap by building a more diverse and inclusive workforce:

- We continue to tackle the gender imbalance at senior levels and within roles and careers in the STEM sector (Science, Technology, Engineering and Maths). Over the last two years we have seen an increase in STEM work experience placements completed by women
- We have initiatives in place with schools and colleges in the local community to help promote a diverse range of equal opportunities for both male and female employees
- We have launched a series of targeted media campaigns and promotions to attract more women into our pilot community
- We have a talent and leadership initiative for women across IAG at senior levels and actively monitor its progress on a regular basis
- We are committed to improving opportunities for progression and development across British Airways for employees of all genders and backgrounds

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 the data reported is accurate

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Andrew Fleming
British Airways
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