

GENDER PAY GAP

REPORT 2017

British Airways Maintenance Cardiff (BAMC) Limited is a wholly owned subsidiary of British Airways Plc and employs 588* people. The principle activity of the company is the maintenance of long haul Boeing aircraft. This activity takes place in a dedicated facility in South Wales.

“At British Airways Maintenance Cardiff people are at the heart of our business and we place value on the contribution they make. We are fully committed to creating a working environment that promotes inclusion and diversity so our colleagues can fulfil their potential and contribute to the success of the business.”

Jason Mahoney - Director,
British Airways Maintenance Cardiff Ltd

At BAMC, we have a median gender pay gap of 20% and a mean gender pay gap of 14% and we are working hard to close this gap.

BAMC does not have a bonus gap to report as no bonuses were awarded to either male or female employees in the period between April 6, 2016 and April 5, 2017.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	14%	20%
Bonus pay difference	0%	0%



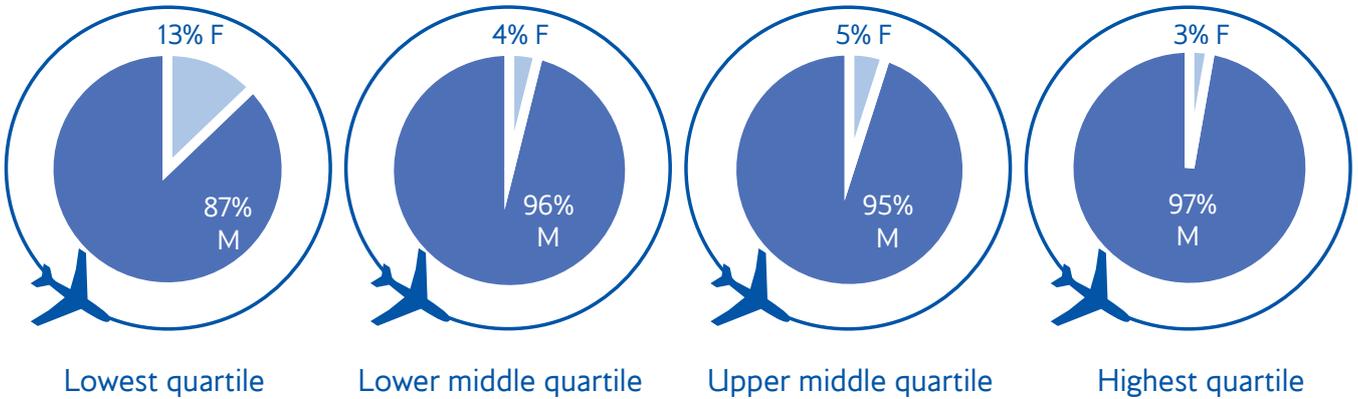
CAUSES OF THE GENDER PAY GAP

The airline industry has traditionally been male dominated and so has the engineering sector within it. The majority of BAMC's workforce is employed in engineering roles and, as it has typically been difficult to attract women into these roles, BAMC's current workforce consists predominantly of male employees, and this is the main reason for the mean pay difference. We are taking active steps to encourage more women into our workforce. 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.

PAY QUARTILES

Given that only six per cent 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 ADDRESSING THESE DIFFERENCES

- We are committed to building a more diverse and inclusive workforce. In particular, we are eager to encourage more women into engineering positions, which make up the majority of the roles at BAMC.
- We have implemented a number of community outreach initiatives with local schools and colleges to help promote a diverse range of opportunities. These include work experience and apprenticeship programmes. Through these initiatives we have seen an increase of women joining our scheme within the last two intakes.
- Gender has never been and will never be a recruitment and selection criteria for BAMC. We encourage and support flexible working and have enhanced family-friendly workplace policies in place. Our maternity policy is competitive and designed to ensure we attract and retain female employees and support them in progressing through the organisation into more senior roles.
- We are committed to improving the diversity of our organisation at all levels and we will continue to support progression and development across our organisation, not just for women, but for employees of all 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 that the information and data provided is accurate and in line with mandatory requirements.

Signed 

