

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 recent SILVER Investors in People (IIP) accreditation.

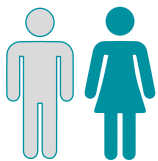
Improving diversity and Inclusion is one of four key people strategic objectives designed to create a more open and inclusive culture, recognising that differences can lead to innovation, creativity and flexibility and it is this focus that drives our continued success.

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 third 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 2019. 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.

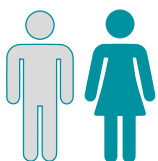
Pay Gap



Male employees earn an average (mean) **6.85%** less than female employees.

Male employees earn **11.83%** more than female employees (median).

Bonuses



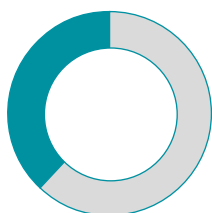
17.91% of all female employees received a bonus.

7.10% of all male employees received a bonus.

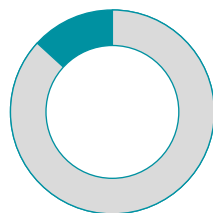
Average (mean) male bonus earnings are **21.37%** less than female bonus earnings

Median male bonus earnings are **10.15%** higher than female bonus earnings

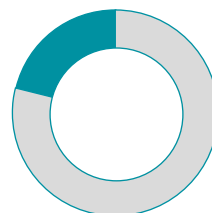
Gender Breakdown Per Pay Quartile



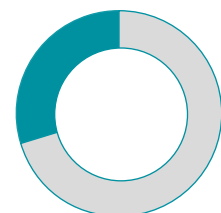
Lower Pay Q:
63.93% male, **36.07%** female



Lower middle Pay Q:
83.61% male **16.39%** female



Upper middle Pay Q:
78.69% male **21.31%** female



Upper Pay Q:
66.13% male **33.87%** female

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

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Our Results



Males have historically dominated the Airport sector and this is still reflected at LJLA and ATCSL where **73%** of our employees are male and **27%** are female. However, we are proud to report that we have seen an even greater improvement on our pay gap results. Last year, male employees earned on average **1.74%** less than female employees which has increased to males earning on average **6.85%** less than female employees. This is a great achievement and a rare occurrence in the aviation industry.

We are also pleased to report that there is no gender pay gap in our bonus payments. Last year the average male bonus earnings were **17.36%** higher than female bonus earnings which has significantly changed, whereby the average male bonus earnings are **21.37%** less than female bonus earnings.

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; our Senior Management team is made up of 55% females and the wider management team made up of 40% 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, 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



Internal Progression



Career Pathways



On Boarding and Induction



Leadership and Management Transformation Programme



Diversity and Inclusion Working Group and Action Plan



My Plan Performance Management



Personal Coaching and Mentoring

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 and Inclusion Working Group and 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