

# Liverpool John Lennon Airport Gender Pay Gap Report

Liverpool John Lennon Airport, which includes Air Traffic Control Services Limited (ATCSL) and Liverpool Airport Services Limited (LASL), strives 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 GOLD 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.

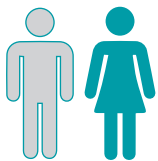
Liverpool John Lennon Airport is confident that all our people are paid equally for equivalent jobs and takes pride in the fact that we have no pay gap. However, we are committed to continuing to work hard to sustain this positive position.



This is our 6th 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 Liverpool John Lennon Airport and relates to gender pay gap figures as of 5th April 2022. 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



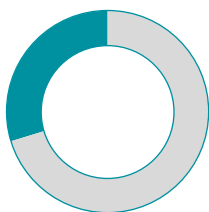
Male employees earn an average (mean) **9.47%** less than female (compared to 10.93% less last year)

Male employees earn **1.34%** more than females (median) (compared to 0.35% more last year)

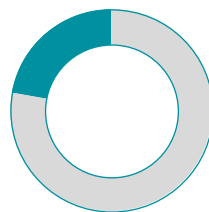
## Bonuses

No bonuses were received during this year

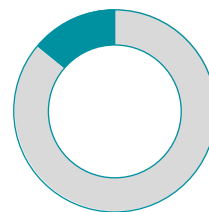
## Gender Breakdown Per Pay Quartile



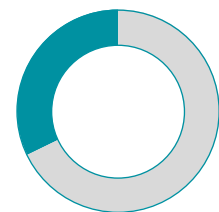
Lower Pay Q:  
**70.42%** male **29.58%** female  
(compared to 63.33% male & 36.67% female last year)



Lower middle Pay Q:  
**78.12%** male **21.88%** female  
(compared to 84.62% male & 15.38% female last year)



Upper middle Pay Q:  
**86.15%** male **13.85%** female  
(compared to 78.79% male & 21.21% female last year)



Upper Pay Q:  
**68.18%** male **31.82%** female  
(compared to 67.74% male & 32.26% female last year)

\*All quartiles are over represented by men as overall we employ 2.5 times more males than females.

# Liverpool John Lennon Airport Gender Pay Gap Report

## Our Results

76% Male

24% Female

Males have historically dominated the Airport sector, and this continues to be the case at Liverpool John Lennon Airport where **76%** of our employees are male and **24%** are female. However, we are proud to report that we have no pay gap. Last year male employees earned on average **10.93%** less and **0.35%** less (median) than female employees. This year we have seen this gap close slightly but are still proud to confirm that males are earning on average **9.47%** less than female employees but **1.35%** more (median). This continues to be a great achievement in the aviation sector.

## Our Approach To Equal Pay

Liverpool John Lennon Airport is 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. Our reward and recognition strategy and associated processes will be looked at in detail in 2023/2024 through an independent, in-depth review to ensure that we are achieving fair and consistent pay policies and reflect good practice.

## Representation Of Women

Whilst the gender profile of Liverpool John Lennon Airport is still significantly male, we have worked hard to ensure that women are represented at every level in the organisation. The Executive Management team is made up of **33%** females and the wider management team made up of **25%** 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, a coaching programme 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



Leadership Promise



Internal progression



Diversity and Inclusion Action Plan and Strategy



Career Pathways



My Plan Performance Management



On boarding and Induction



Personal Coaching and Mentoring programme

All these initiatives continue to positively impact our Engagement score which is measured on an annual basis. Our employee engagement score for 2022 was **82%** which is **4%** above the average of companies surveyed by our survey provider and we are now proud to be awarded Gold standard from Investors in People for good people management practices which is only achieved by **17%** of companies.

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 John Lennon Airport. 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 Strategy to ensure that we stay focussed on our objectives and everyone working at Liverpool John Lennon 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