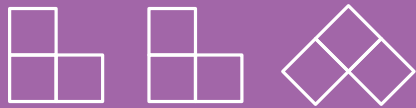


# Gender Pay Gap

2022 Report



London Luton Airport

# Introduction

London Luton Airport Operations Ltd (LLAOL) has been reporting its Gender Pay Gap since 2017. This has provided an understanding of demographics and subsequent learnings for future actions.

We understand it is possible to have a gender pay gap yet pay men and women fairly. Equal pay and Gender Pay Gaps are different. The difference in men and women's pay for the same, similar or equal value work is 'equal pay', while the gender pay gap is calculated by taking all employees across the business and comparing the average pay between men and women for all roles.

LLAOL continue to approach pay fairly and consistently across the organisation whilst making longer term commitments to reducing the gender pay gap.

As a business, inclusivity is at the heart of our values, making insights from this report a driving force to improve our approach so we continue to be an employer of choice.



# Foreword from Nik Jones – HR Director

In comparing our 2022 report against that of 2021, it is important to bear in mind that the landscape of our business was significantly different. In April 2021, we were in the midst of the COVID-19 pandemic which hit the aviation industry hard. Like many companies across the UK, we were able to utilise the furlough scheme to reduce some of the financial impact and protect as many jobs as possible.

In 2021, a large proportion of our workforce was on furlough, which impacted our data including a perceived reduction in the mean gender pay gap compared to the prior reporting period. In 2022, whilst entering into our recovery phase, we saw several challenges such as ‘the great resignation’, competitive employment markets and we were in demand for highly skilled technical roles to assist in our build back plans.

As we continue to build back and grow our business, we are focused on building greater diversity at all levels and roles.

Over the coming years, we will be embedding our Equality, Diversity and Inclusion strategy which will focus on our long-term plans to put our ambitions into practice.

## Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Nik Jones', with a stylized, cursive script.

Nik Jones  
HR Director



# What is Gender Pay Gap Reporting?

Each year, using the snapshot period of 5<sup>th</sup> April, employers with more than 250 employees are required to report gender pay information using the Government's calculation methodology.

The Gender Pay Gap measures the difference in average pay between men and women, expressed as a percentage of the average male earnings at the snapshot period.

Employers are required to calculate and report on:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Percentage of men and women in each hourly pay quarter (Quartiles)
- Mean Gender Bonus Pay Gap
- Median Gender Bonus Pay Gap
- Percentage of men and women who received bonus pay



# Gender Pay Gap

2022  
Results

Mean  
26.5%

Median  
22.4%

# Gender Bonus Pay Gap

2022  
Results

Mean  
77.2%

Median  
0.0%

Percentage of  
employees who  
received a  
bonus:

16.0% Female  
19.4% Male

# How is this calculated?

## Mean

This is the average. If we add together all the hourly rates of male employees and calculate the average and do the same for female employees, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.

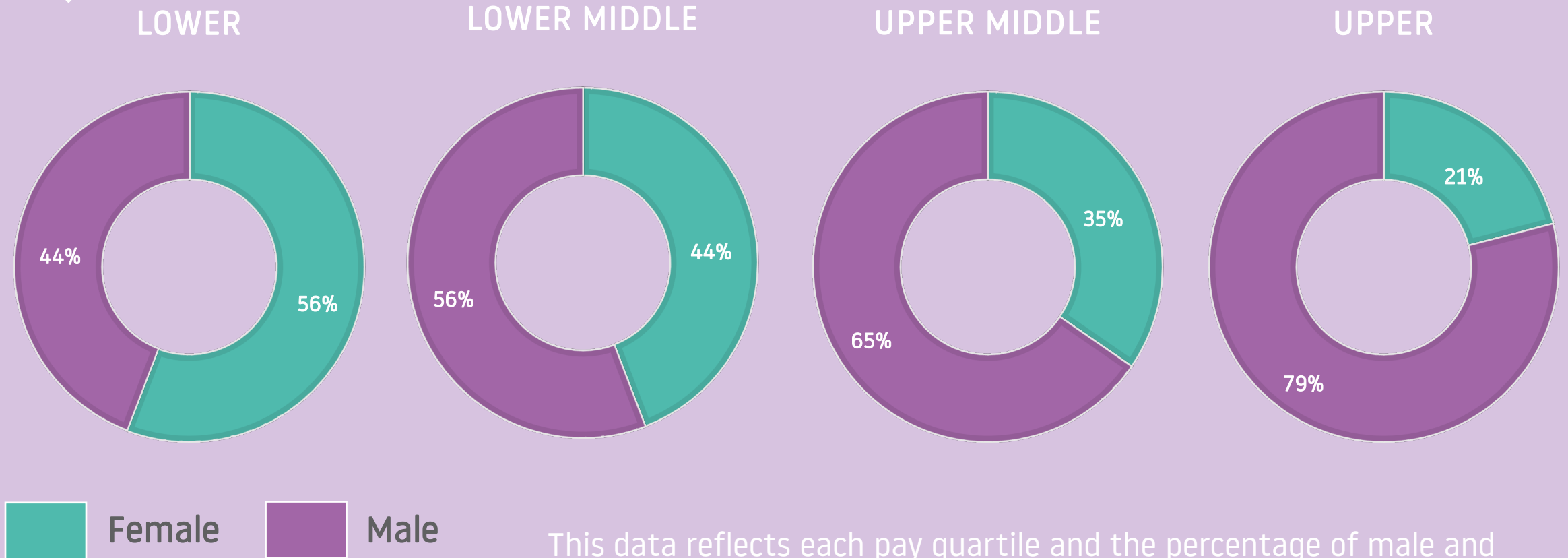
## Median

The median is the middle point of a range of numbers. We must order all our male pay rates from lowest hourly rate earned to the highest, and all females pay data the same. The median pay gap (as a percentage) is the difference in pay between the middle pay rate on the male data and the middle pay rate on the female data.

## Pay Quartiles

In this calculation, we work out the percentage of men and women in four equally-sized groups, ranked from highest to lowest hourly pay. We start by sorting our employees from highest to lowest hourly pay. Then we divide the list into quarters and work out the percentage of men and women in each quarter.

# Our Pay Quartiles



This data reflects each pay quartile and the percentage of male and females within them.



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