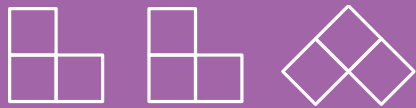


# Gender Pay Gap

2024 Report



London Luton Airport

# Introduction

LLAOL has been reporting their Gender Pay Gap since reporting requirements began back in 2017. This has given us an understanding of our demographics and subsequent learnings for future actions.

We understand it is possible to have a gender pay gap and to 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'. Whereas, 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 reporting a driving force to improve our approach to continue to be an employer of choice.



# Foreword from Nik Jones – HR Director

In 2024, we saw a stabilisation of attrition, which allowed us to focus on internal skills development and growth. With the airport aiming for growth plans in future years, ensuring we have the internal capabilities is crucial to its success.

The aviation industry has historically faced challenges in recruiting women, especially in technical or leadership roles. Knowing this, we are acutely aware of the importance of representation and the importance of addressing this.

We have invested in building meaningful initiatives to support our longer-term diversity goals. Initiatives such as targeted recruitment campaigns, development programmes, and educational outreach programmes to encourage young people to consider a career in aviation. By highlighting and creating these opportunities, we are aiming to diversify our workforce and foster a culture of inclusivity.

2024 focused on internal development, being conscious, and the importance of genuine representation. From this, we have seen an increased female representation across our leadership through these important activities.

We continue to be employee insight led, to ensure we invest where it matters most, and promote a culture where colleagues feel it is easy to be their true self at work.

## 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 who have over 250 employees are required to report on gender pay information using the Governments 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



# 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 in order of lowest hourly rate earned to 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 4 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.

# Gender Pay Gap

2024  
Results

Mean  
25.5%

Median  
15.4%

# Gender Bonus Pay Gap

2024  
Results

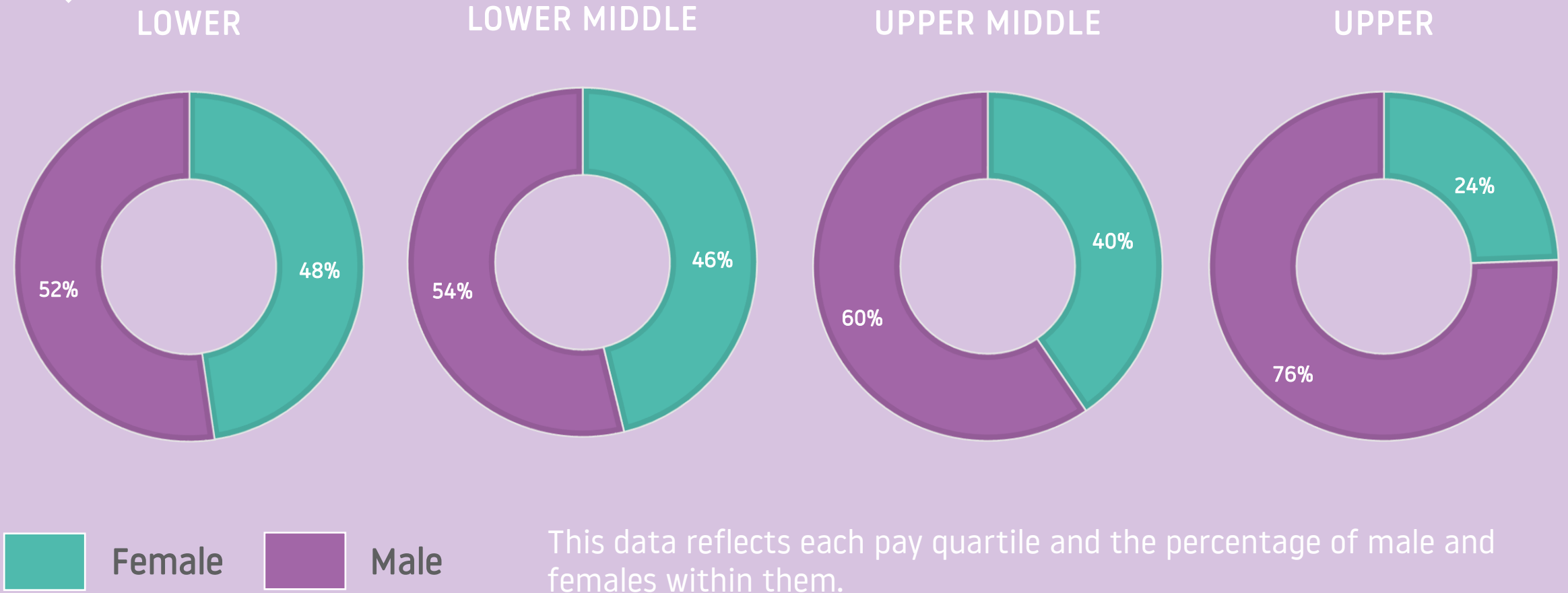
Mean  
49.5%

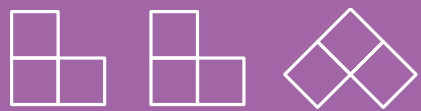
Median  
48.9%

Percentage of  
employees who  
received a  
bonus:

96.7% Female  
98.1% Male

# Our Pay Quartiles





London Luton Airport

[london-luton.co.uk](http://london-luton.co.uk)

