

# Gender Pay Gap Results for 2025

## Foreword from CEO

At Bristol Airport, we are committed to fostering an inclusive workplace where everyone has the opportunity to thrive. Our Gender Pay Gap report provides a transparent overview of the difference in average earnings between men and women across our organisation. While the gender pay gap is influenced by a range of factors - including representation at different levels and the types of roles colleagues hold - it remains an important indicator of equality and progress. By understanding these figures, we can better identify where change is needed and continue to take meaningful steps toward a fairer, more balanced workforce.

I am pleased to share that between 2024 and 2025 we achieved positive progress in closing the gap, as reflected in the figures below. We have seen a reduction in both the mean and median hourly pay gap, a 3% decrease in the bonus pay gap, and a more balanced proportion of female and male colleagues receiving a bonus. In 2024, we achieved our 2030 target of a 70/30 gender split ahead of schedule. We recognise that female representation has since decreased by 2%, and while this shift is small, it highlights the need to remain focused on sustaining balanced gender representation. We will continue to strengthen and introduce initiatives to maintain momentum and ensure consistent, long-term progress.

These results represent our intention and commitment to initiatives that strengthen gender representation, support career progression for all colleagues, and ensure that fairness and equity remain at the heart of how we work - today and in the future.



Dave Lees, CEO



Our Gender Split	2025	2024
	%	%
Male	72	70
Female	28	30

Hourly Rate of Pay	2025	2024
	Difference (%)	Difference (%)
Mean	-1.83	7.05
Median	5.58	7.63

Bonus Pay for 12 Months	2025	2024
	Difference in bonus pay between Males & Females (%)	Difference in bonus pay between Males & Females (%)
Mean	41	44
Median	6.5	<i>*not published</i>

Males receiving higher bonus payments than females

Employees who received a bonus	2025	2024
	Proportion of Total (%)	Proportion of Total (%)
Male	85	90
Female	87	80

Employees by Quartile pay bands				2025	2024		
Quartile	No. of Males	No. of Females	Total Number of Employees	Proportion of Males in Quartile (%)	Proportion of Females in Quartile (%)	Proportion of Males (%)	Proportion of Females (%)
Upper Quartile	68	34	102	67	33	65	35
Upper Middle Quartile	82	19	101	81	19	79	21
Lower Middle Quartile	67	34	102	66	34	70	30
Lower Quartile	75	26	102	74	26	66	34

Report prepared by the People Team using snapshot date 05/04/2025.

Details of how the calculations were made can be found here: [Gender pay gap reporting: guidance for employers - GOV.UK](#)