



Bristol Airport Gender Pay Gap Report 2023



Foreword from CEO

As the CEO of Bristol Airport, I believe it is our responsibility to understand and address the potential barriers to employment and progression for different groups of society. We recognise the importance of a diverse and inclusive culture to best represent our customers and create a great place to work for our colleagues; reporting, and acting upon, our gender pay gap results is a key part of this.

We've been reporting on our gender pay gap since 2017 and have seen significant improvements in the gap during this time. The rate and consistency of improvement has been impacted by the effects of the pandemic and our rapid early recovery which resulted in an influx of recruitment into many of our 'traditionally male gendered' roles such as engineering and ground transportation.

However, I'm pleased to say that as we return to our projected business plans we are steadily redressing the balance and are well on track to achieve our 2030 target of 70/30 split between males and females and the continued reduction of our gender pay gap.

We are committed to continuing with our progress, and implementing measures that will not only improve the gap in the short term but also contribute to changing societal norms and perceptions of gendered roles both inside and outside of the workplace.



Dave Lees, CEO

A handwritten signature in blue ink, appearing to read 'Dave Lees', positioned below the printed name.

Our Gender Pay Gap Report

This report recaps what the gender pay gap is and details the April 2023 snapshot data relating to Bristol Airport.

We've also shared some of the measures implemented in the last year where we've made some real gains as well as our aspirations and commitments for the coming year, including the introduction of a new workplace inclusivity network so we can truly understand our people and what meaningful change would look like to them, a continued focus on diversifying our applicant pools and ensuring our recruitment processes are fair and inclusive for all.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of men and women.

The gender pay gap is not the same as equal pay, which is about ensuring equal pay for equal work, something we confidently implement and validate through our annual benchmarking programme.

Our employee make-up



73%

27%

What is the difference between a mean and median gap?

The mean gender pay gap is worked out as follows:

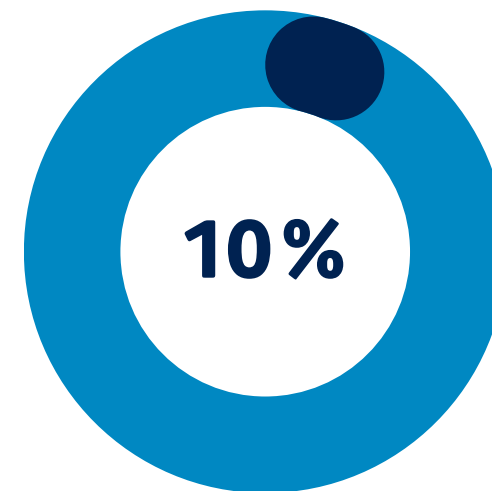
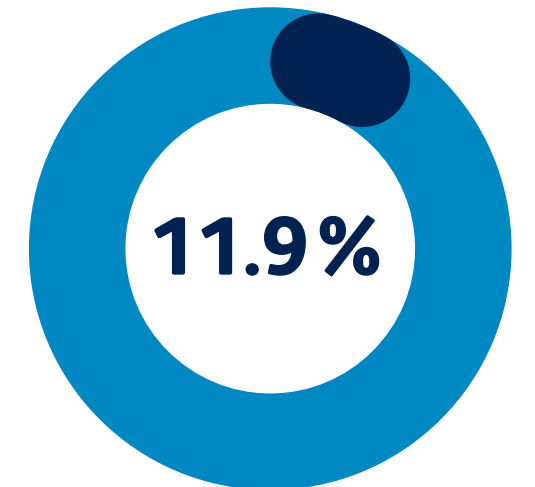
- Calculate the average female hourly rate of pay by adding them all up and dividing by the number of female colleagues [A]
- Calculate the average male hourly rate of pay by adding them all up and dividing by the number of male colleagues [B]
- Calculate the average combined hourly rate of pay by adding them all up and dividing by the total number [C]
- Calculate the difference between the male/female average [A/B] and the “total” average [C]

The median gender pay gap is worked out by finding the midpoint hourly rate of pay for females, males, and the total population, then calculating the difference between them.

The difference between males and females	Mean	Median
Gender pay gap	11.9%	10%

Our mean pay gap

Our mean pay gap has increased on last year by 0.4% however it is lower compared to all other years since we started recording our gap.



Our median pay gap

Our median pay gap has increased by 7% on last year, however we know the data between 2020 and 2022 was heavily impacted by the pandemic and furlough; our 2023 gap is lower compared to the results from 2019 and previous years.

What are the quartiles?

The quartiles produce a picture of the gender makeup of an organisation split into 4 equal sections based on hourly rates of pay, enabling us to understand the balance between males and females at different levels.

For example, if the upper quartile is mainly male, you can assume that the most senior positions in a business are held by males.

Proportions of males and females in each quartile pay band

Upper Quartile

71.79%

28.21%

Upper Middle Quartile

79.49%

20.51%

Lower Middle Quartile

70.51%

29.49%

Lower Quartile

66.67%

33.33%

● Male employees ● Female employees

Our pay quartiles

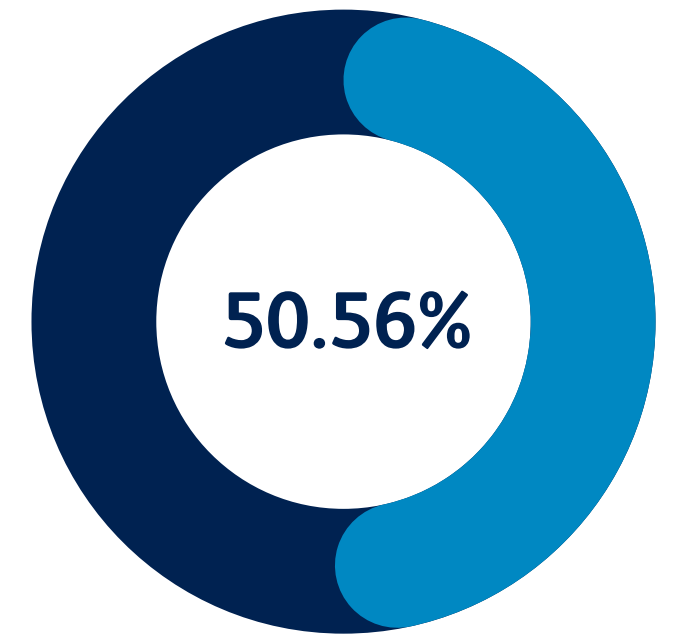
We're pleased to say the split of males and females has improved since last year's report as has the split between males and females across each quartile.

The split sits consistently at circa 70/30 in line with the overall make-up of the organisation, except for our upper middle quartile. This is the area where we face most challenge as it is where many of our 'traditionally male gendered' roles such as fire and engineering sit. We know it will take committed and creative efforts to make significant change here but we're on board with a long term, steady programme of change. We're proud to be aligned with the national average of 7.5% female firefighters but recognise there is still a long way to go.

Our bonus gap

Our mean bonus pay gap

Whilst all eligible colleagues, received a bonus for 2022, we recognise our bonus pay gap was high; these results were significantly impacted by the reintroduction of bonuses for everyone post pandemic, including our executive team.



We have undertaken a review of our bonus levels to ensure they accurately reflect levels of accountability. Importantly, everyone works towards the same goals and targets as one team.

92%



87%



% who received a bonus

What have we been doing over the last year to address the gap?



Provided recruitment training for all managers with a focus on diversifying our talent pool and assuring truly inclusive and merit-based recruitment practices in line with our 'open doors commitment'.



Partnering with diverse recruiters and agencies to reach a wider audience.



Introduced and embedded Equality Impact Assessments to ensure every project and policy is considered with an inclusive lens, and subsequent amendments, learnings and reflections are a part of what we do.



Launched our female mentoring platform in conjunction with Women in Aviation and Aerospace.



Re-introduced work experience for students to engage the next generation of talent.



Launched our first E,D&I survey, with high engagement levels and a lot of honest feedback; we're proud of our colleagues for contributing to this survey and are committed to acting on what they shared.



Introduced our Menopause Policy.

What are our commitments for next year?

Continue to review our family friendly offering to attract, support and retain our talented colleagues.



Action planning directly linked to colleagues' feedback via our E,D&I survey, starting with the launch of a workplace inclusivity network with direct access to our Executive Board to improve communication and understanding of different voices at all levels.

Continuation of our annual pay benchmarking to ensure consistency and fairness of pay.



An increased focus on community engagement and partnerships with local education providers to engage with the next generation of talent.



Continued roll out of 'licence to hire' recruitment training, an updated recruitment policy and guidance, the introduction of balanced score cards and continued action planning against our 'open doors commitments'.

Further development of our talent management mechanism to ensure transparency and equal opportunities for everyone.