



Bristol Airport Gender Pay Gap Report 2024



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 was 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 share our various initiatives have helped us achieve our 2030 target of 70/30 split between males and females early and the continued reduction of our gender pay gap.

We are committed to continuing with our progress, providing a fully inclusive workplace and contributing 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 2024 snapshot data relating to Bristol Airport.

We've 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 additional listening forums, a continued focus on diversifying our applicant pools and ensuring our recruitment processes are fair and inclusive for all, and identifying new pathways into roles at the Airport.

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



70%

30%

What is the difference between a mean and median gap?

The mean gender pay gap is worked out as follows:

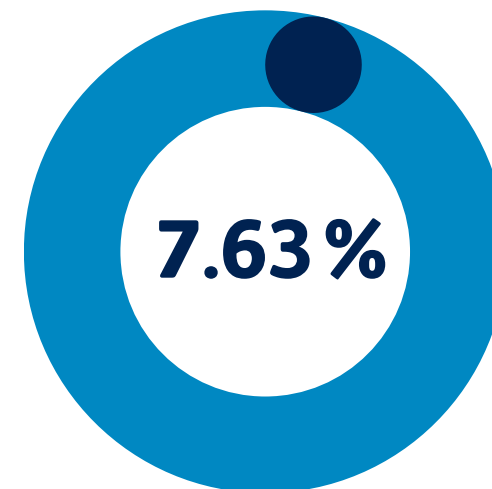
- Calculate the average female hourly rate of pay by adding them all up and dividing by the number of female colleagues [A]
- Calculate the average male hourly rate of pay by adding them all up and dividing by the number of male colleagues [B]
- Calculate the average combined hourly rate of pay by adding 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	7.05%	7.63%

Our mean pay gap

Our mean pay gap has decreased significantly on last year continuing the downward trend since we started recording our gap.



Our median pay gap

Our median pay gap has reduced by over 2% on last year and is over 40% lower than when we started reporting in 2017.

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

65.17%

34.83%

Upper Middle Quartile

78.89%

21.11%

Lower Middle Quartile

69.66%

30.34%

Lower Quartile

65.56%

34.44%

● Male employees ● Female employees

Our pay quartiles

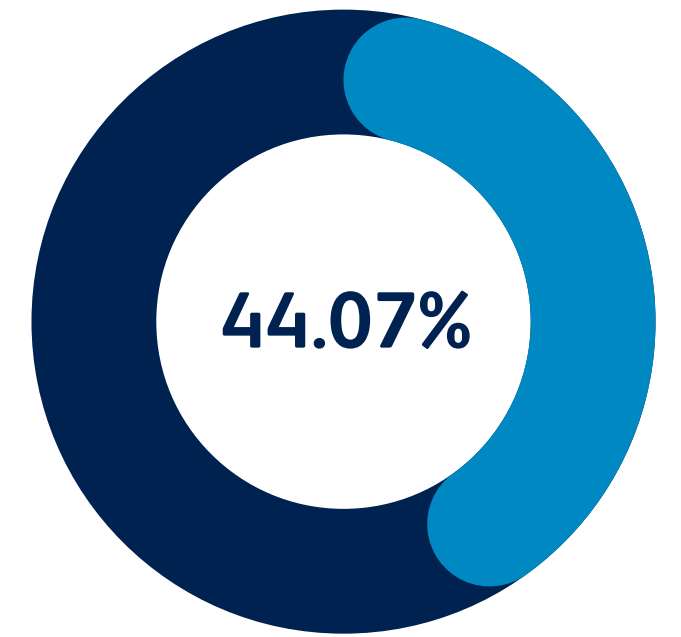
We're pleased to say the split of males and females has improved again since last year's report as has the split between males and females across each quartile, with the most notable improvement being in our Upper Quartile.

The area where we face most challenge is our Upper Middle Quartile 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

Our bonus pay gap reduced in 2023 but remains high. Whilst all eligible colleagues received a bonus for 2023, our results fluctuate in line with employee turnover and will continue to reflect that our Executive Team is 71.4% male.



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.

90%



80%



% who received a bonus

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



Continued to roll out inclusive recruitment training for all managers with a new policy and guidance in line with our 'open doors commitment'.



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



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



Enhanced our work experience offering for students to engage the next generation of talent, and introduced new Apprenticeships.



Followed up on the actions arising from our first E,D&I survey and shared progress via our intranet.

What are our commitments for next year?

Introduce balanced score cards and panels for recruitment.



Embed our workplace inclusivity network by appointing an Executive Sponsor to champion their cause.

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



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



Introduction of Wellness Plans to support conversations about how we can ensure everyone feels supported to be themselves and give their best.

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