

Gender Pay Gap Report

Second Report - March 2019



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Foreword

This is our second gender pay report following our first report in March 2018. This report contains our gender pay position as at 31 March 2018 and covers the period 1 April 2017 to 31 March 2018. Our first report contained our gender pay position as at 31 March 2017 and covered the period 1 April 2016 to 31 March 2017.

In line with the approach established in our first report, addressing our gender pay position in a sustainable way requires a long-term approach. We set out our commitment and determination to continue to attract the very best people who want a rewarding career in aviation, in a workplace where everyone is rewarded fairly for their efforts. This commitment has not waived.

Our first report contained initiatives around 5 key areas:

- Reviewing the capabilities required to fulfil a range of roles, so that the organisation is able to fully meet its evolving regulatory and business requirements, attracting a wider, more diverse mix of appropriately qualified, skilled and passionate colleagues;
- Understanding how we are perceived as a potential employer and reviewing our recruitment strategy in order to attract a diverse range of talent across the CAA;
- The development and delivery of awareness and other appropriate training for managers and colleagues;
- Finding new ways to engage our colleagues in sharing their thoughts and suggestions for addressing the factors contributing to the gender pay gap;
- Delivering a people agenda that supports an inclusive working environment in which colleagues flourish.

We have included and built on these initiatives to create our wider Diversity and Inclusion strategy, which was designed with the input and involvement of our colleagues. This work continues, so that our organisation better reflects the public and consumers whose interests we serve, and so colleagues can bring their whole selves to work and give their best.



Richard Moriarty
Chief Executive



Manisha Aatkar
Director HR



Ben Alcott
Director International
Directorate



Peter Drissell
Director Aviation Security



Tim Johnson
Director Strategy & Policy



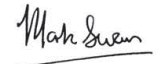
Paul Smith
Director Consumers
and Markets



Kate Staples
General Counsel



Richard Stephenson
Director Communications



Mark Swan
Director Safety and
Airspace Regulation



Chris Tingle
Chief Operating Officer

Understanding our gender pay gap

Everyone in the CAA contributes to regulation and protecting the public, however the main contributing factor to the data in this report are the type of roles we have within the CAA. These have typically attracted more men than women in to higher paid roles and conversely more women than men in lower paid roles.

Our gender pay position has changed between our first and second reports but not materially so. We were not surprised by this – as well as requiring a long-term approach, our 31 March 2018 position was largely established by the time we published our first report and commitments. We remain committed to our initiatives and wider Diversity and Inclusion strategy and believe this remains the right course over the longer term.

In this second report, our hourly gender pay gap is 32.9% based on the mean and 40.9% based on the median. This represents a change from our first gender pay gap report, which was 34% based on the mean and 41.6% based on the median.

This report follows the regulatory framework for how gender pay is calculated and reported.

What is the gender pay gap?

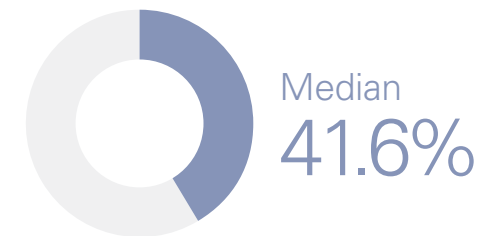
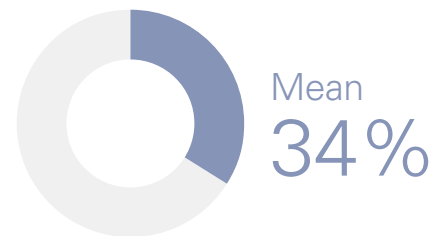
The gender pay gap is a measure of the difference in the average hourly pay of all men and all women across a whole organisation. It does not take into account:

- The nature of the work;
- The competencies required to carry out one role compared with another;
- The size and accountabilities of a role;
- How well a role is performed.

What the gender pay gap is not

Gender pay is not a measure of whether a man and a woman receive “like pay for like work”; that is a measure of equal pay. The requirement to ensure equal pay is not a new one and we have a number of existing measures in place to ensure that we provide equal pay for work of the same or equal value. For more information on how we calculate the gender pay gap, please see our Glossary of Terms on page 6.

Gender gap for hourly rate of pay (for the period 1 April 2016 to 31 March 2017)



Gender gap for hourly rate of pay (for the period 1 April 2017 to 31 March 2018)

