

Gender Pay Gap Report

Fourth Report - Data as at 31 March 2020
Published November 2020

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Diversity & Inclusion at the CAA

At the CAA, we welcome Gender Pay Gap reporting. Our first report published March 2018 resulted in open, challenging internal discussions around the organisation that we are, and the organisation we want to be – one that reflects the diversity of the public and consumers whose interests we serve, which will make us better as a regulator and an organisation committed to its people.

This, our fourth report, reveals that we have maintained our year on year reduction in both our mean and median Gender Pay Gap figures. Whilst our Gender Pay Gap is not what we want, we are reassured that the work we are doing on D&I is starting to deliver our commitment to address our Gender Pay position in a sustainable way over the longer term.

At a time when the future requirement for Gender Pay Gap reporting is unclear, we have taken the decision to publish our report now as part of our on-going commitment to D&I. The publication of this report serves as a timely reminder why D&I is so important to the CAA, as it:

- Encourages different opinions, creative ideas and approaches to problem-solving which can lead to different ways of operating, evaluating risks and regulating.
- Injects creativity and innovation into the organisation.
- Reduces risk by increasing our thought leadership.
- Motivates colleagues by being open, trusting and respectful of differences.
- Creates a supportive environment to grow and develop within.
- Allows colleagues to be heard and understood regardless of hierarchy.
- Honours our social and moral obligations for equality.
- And creates a number of other benefits for colleagues, our organisation and our work on protecting the public.

“People matter – all of our people. With our core purpose being to protect the public, it’s vital that we do more as an organisation to reflect the diversity of our society and ensure we create a truly inclusive organisation so that every one of our colleagues feel they can bring their whole self to work. It is critical we have a culture where all colleagues feel valued, respected and share an authentic sense of belonging. The CAA has come a long way but we are far from perfect. There is much to do and much we can learn. Myself, our Board and Executive Committee share an unwavering commitment to make positive change happen constantly over time and create a CAA for all.”

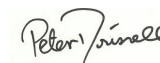
Richard Moriarty, Chief Executive Officer



Richard Moriarty
Chief Executive
Officer



Paul Smith
Director Consumers
and Markets



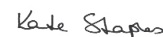
Peter Drissell
Director Aviation
Security



Rob Bishton
Director Safety and
Airspace Regulation



Jane Cosgrove
People Director



Kate Staples
General Counsel



Tim Johnson
Director Strategy
& Policy



Chris Tingle
Chief Operating
Officer



Ben Alcott
Director International
Directorate



Richard Stephenson
Director Communications

Understanding our Gender Pay Gap

Our Gender Pay Gap by Quartiles

When we analyse our gender distribution across our different pay quartiles, (i.e. where colleagues are in the organisation when looking at hourly rates of pay), we see fewer women than men occupying more senior positions, and more women than men in junior positions. This is the primary driver for our gender pay gap.

To narrow our gender pay gap, we need a closer alignment to a 50% : 50% gender split across all our quartiles.



From our last report, we have seen an increase in female in our upper and upper middle quartiles. Whilst we are encouraged by this, we aim to continue increasing the representation of females in more senior positions, whilst ensuring we recruit or promote the best person for the role regardless of gender.

Our 2019 Gender Pay Gap by Quartiles:



D&I at the CAA – A colleague’s perspective:

“We exist to make aviation safe and accessible for everyone and through our D&I work we aim to create an organisational culture that is representative of the community we serve. We aim to create an organisation where anyone can succeed.

This is not done by having quotas or targets. People are not solely defined by their physical or personal traits; we cannot be reduced to boxes that can be ticked on a form.

So how do we do it? By celebrating our individuality. By ensuring we have the right people in the right roles, whatever their background. By fostering an environment where everyone feels comfortable bringing their whole selves to work. It takes time and commitment and we won’t always get it right, but we are committed to making the changes needed to achieve our goal.”

Nina Singh, Regulation and Governance Officer, CMG