



Cobalt Ground Solutions Limited
Gender Pay Report
Report for the year ending 5th April 2020

Cobalt Ground Solutions is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The reporting period for the year 2019/2020 has been affected significantly by the Coronavirus Pandemic, as the snapshot date of 5th April 2020 fell as the Company placed the vast majority of employees on the Coronavirus Job Retention Scheme (CJRS), commonly known as the furlough scheme. The global aviation sector was impacted severely by the Covid-19 virus and aviation all but ceased at London Heathrow Airport at this time. As a result, the Gender Pay Reporting requirements are affected and the statistics show a picture that would be unusual in terms of the number of people included in the calculations.

Further impact on the statistics is shown through the differences in our employment terms and conditions offered to new employees compared to those enjoyed by employees with legacy terms and conditions. The 2019 pay agreement achieved through negotiation with our recognised union, Unite, saw a structural change in the terms and conditions offered to new and existing employees with our most recent pay structure. Whilst we believe that this structural change is helpful to employees and potential new recruits, the elimination of a contractual bonus and its incorporation into basic pay means that there will be a difference in the bonus pay calculations for Gender Pay Reporting purposes. We do not believe this to be detrimental to our employees, as it applies to both female and male employees. However, there will be an impact on the statistic as it will show legacy terms and the difference in the number of male and female employees with those terms.

Whilst our statistics are very positive, we cannot and should not become complacent. In order to be a fair employer and to demonstrate our commitment to equality in the workplace, we must be vigilant. However, we are confident that our commitment to paying the same amount of pay within grades across our departments will ensure that our gender pay gap does not increase purely based on pay rates. There are other factors that may influence the statistics, but we will ensure that men and women can be sure to receive the same rate of pay within the same grade across the business. This means that Cobalt is not at risk of equal pay claims, where work in different areas of the business is compared for “equal value”. Cobalt is committed to equal pay, and ensures that all employees are valued for their individual and joint contribution to the success of our business.

The Regulations require that all organisations carry out six calculations that show the difference between the average earnings of men and women in the organisation - no individual employees’ data is published. We are required to publish the results on our own website and a Government website in line with the deadlines set by the Regulations. The Regulations define what information is included in each of the calculations, and these are shown in the tables below.

We can use the results of the calculations to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.



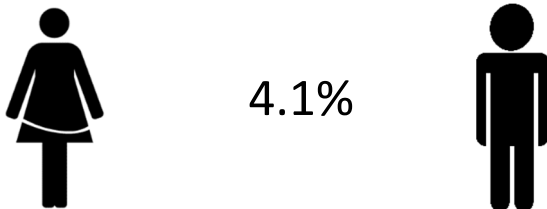
Some Statistics

As at 5th April 2020, Cobalt employed 722 people. Of these, 197 were female and 595 were male. Due to the nature of our operations, we have a male-dominated workforce.

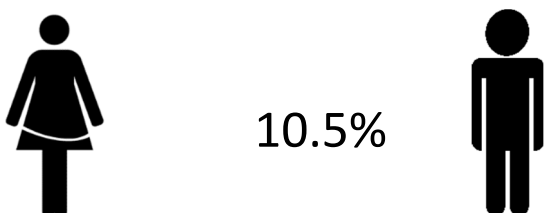
As we have mentioned in previous reports, we have not been successful in recruiting women to our below-wing departments (Ramp and Baggage). This is something that we seek to address in our recruitment process, but despite advertising our vacancies within the local community and online, we find that we have very few, if any, female applicants for our below-wing vacancies. During the Covid-19 pandemic, our recruitment has been placed on hold and therefore it has not been possible to address this situation. This imbalance, however, is not replicated within our Flight Operations department, where 14 out of 32 employees are female, making up 44% of the team. In Passenger Services, however, we have more women than men, with women making up 71% of our team. In our Departmental Management roles, we see that female managers account for 80% (4 out of 5 managers), whereas our duty management team members were all male. Our Senior Management team is 33% female.

Our Gender Pay Calculations

The mean gender pay gap is



The median gender pay gap is



How many women and men received a bonus, as defined by the Regulations, in the year ending 5th April 2020?



79.7%



83.3%

The mean gender pay gap in the bonus pay of women compared to men is



-4.8%



The median gender pay gap in the bonus pay of women compared to men is



0.2%





The table below shows how many women and men that there are in each quartile of our pay structure.

	Women	Men
1st Quartile	36.4%	63.6%
2nd Quartile	18.2%	81.8%
3rd Quartile	17.4%	82.6%
4th Quartile	21.7%	78.3%

This table shows that more men than women are employed within the organisation. However, the split is similar across all levels of pay, although it is clear that there are more women in the lower quartile, which is representative of our flat management structure (for the size and type of business) and the business/service requirement for more operational employees than managers. For 2020, it should be noted that these figures represent the number of active employees (ie, not furloughed). The UK Government encouraged employers to utilise the furlough scheme to assist working families where children were not in school during pandemic lockdown. Therefore, the number of women in the workplace during the snapshot period was lower than it would have been in the months prior to the national lockdown. Remote working is not available for operational employees due to the nature of our service provision.

These figures have been calculated using the mechanisms that are set out in the Regulations. It should be noted that there are very specific categories of pay that are considered in the calculations.

Questions relating to this report should be directed to Rebecca Cooper-Jones, Head of Human Resources, via email at Rebecca.cooper-jones@cobaltgs.com.