



Cobalt Ground Solutions Limited
Gender Pay Report
Report for the year ending 5th April 2017

Introduction to our Gender Pay Report

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. We are just one of many organisations throughout the UK that is required to comply with the Regulations. Although we are legally required to provide the information required, having completed our calculations, we are proud to show that there is very little difference in the pay that is received by men and women in our organisation.

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.

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. Please be assured that 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 2017, Cobalt employed 820 people. Of these, 220 were female and 600 were male. Due to the nature of our operations, we have a male-dominated workforce. With the exception of Flight Operations, where just over 35% of our team are female, we have no women working in operational roles in 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. In Passenger Services, however, we have more women than men, with women making up over 67% of our team. In our Management roles, we see that female managers account for 37.5% of all managers across our departmental and duty management teams.



Our Gender Pay Calculations

The mean gender pay gap is



-1.2%



The median gender pay gap is



1.7%



How many women and men received a bonus, as defined by the Regulations, in the year ending 5th April 2017?



77.8%



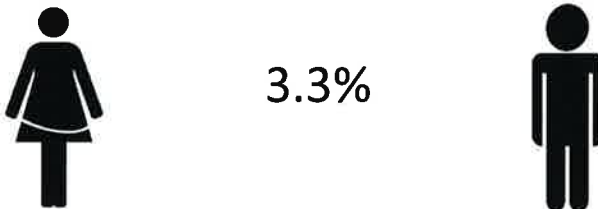
76.1%



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



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



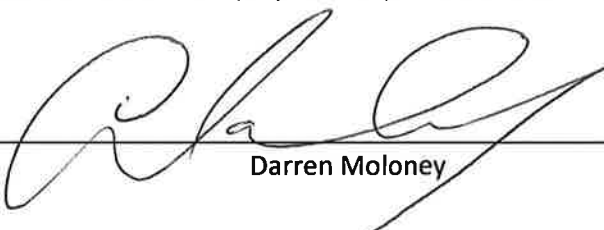
The table below shows how many women and men that there are in each quartile of our pay structure.

	Women	Men
1st Quartile	20.6%	79.4%
2nd Quartile	32.4%	67.6%
3rd Quartile	21.8%	78.2%
4th Quartile	24.7%	75.3%

This table shows that more men than women are employed within the organisation. However, the split is similar across all levels of pay.

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.

It is important to highlight the Company's commitment to both the gender pay gap and equal pay. The concepts of gender pay gap reporting and equal pay are entirely different concepts. However, in putting our pay structure together, it was important for us to ensure that no employee is disadvantaged through the pay that they received because of their gender or the type of work that they do. So, no matter what department they are recruited in to, all employees are paid the same if they are an agent, a senior agent, a supervisor, and so on.

Signed:  _____ Date: 6th March 2018
Darren Moloney

