



Cobalt Ground Solutions Limited
Gender Pay Report
Report for the year ending 5th April 2018

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.

Compared to our 2017 report, there have been some slight changes to our gender pay gap. This is due in large part to the significant number of legacy employment contracts that we have within the business, compared to the structure of our existing terms and conditions on which new employees are paid. For example, the most recent contracts of employment do not have bonuses as part of the pay structure. Therefore, over time, there will be a shift in the number of people who receive bonuses – both male and female – although the way in which the statistics are calculated show a slight shift for the year ending 5th April 2018.

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. 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.



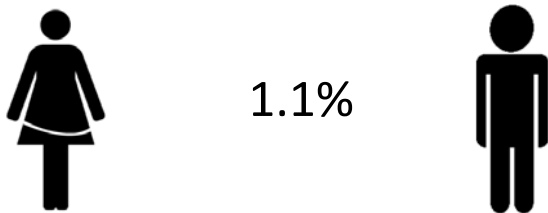
Some Statistics

As at 5th April 2018, Cobalt employed 884 people. Of these, 248 were female and 632 were male. Due to the nature of our operations, we have a male-dominated workforce.

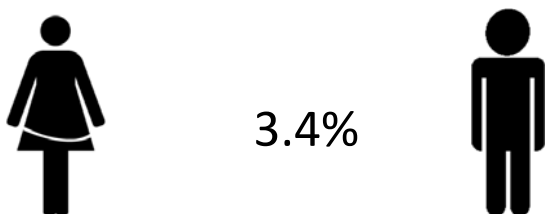
Compared to our 2017 report, there has been a slight increase in the number of females working in our Flight Operations department, with women accounting for 39.39% of our team. However, we have not been successful in recruiting women to our below-wing departments (Ramp and Baggage). This is something 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. In Passenger Services, however, we have more women than men, with women making up 69.61% 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, which is unchanged from 2017.

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 2018?



72.6%



78.2%

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



0.3%



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



4.2%





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

	Women	Men
1st Quartile	28.4%	71.6%
2nd Quartile	30.2%	69.8%
3rd Quartile	21.3%	78.7%
4th Quartile	25.9%	74.1%

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.

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