



# Gender and Ethnicity pay report 2023

Virgin Atlantic Limited



## Charlotte Preston Chief People Officer

We're pleased that the gender pay gap for 2023 is at the lowest level since reporting began. While that improvement demonstrates our steadfast commitment to creating a fairer workplace for all, there is always more that can be done. We remain committed to being a fair, diverse and inclusive employer that attracts the best talent in the industry. We believe that creating a truly inclusive culture within Virgin Atlantic and beyond is critical to the long-term success of our company and we want our people to proudly be themselves, regardless of gender, backgrounds, beliefs, race, physical ability or sexual orientation.

Aviation remains an exciting and dynamic sector to work in, but still retains a historic gender imbalance in certain highly paid roles, such as pilots and engineering, which has a greater effect on the pay gap. There remains an industry-wide challenge to improve gender diversity and we're playing our role to tackle this.

Our Passport to Change Programme focuses on initiatives that bridge the learning and diversity gaps within STEM, which will inspire more young women into engineering and piloting roles. By electing diverse young people from our programme, we want to improve social mobility, raise aspirations, and empower young people with experiences that help them set their heights higher.

This year we've introduced our Family First network, designed to create a supportive community for people with family and caregiving responsibilities and acknowledge the importance of work-life balance. We have also updated and introduced new family related policies including our Fertility, Baby-loss and Compassionate leave policy to allow more flexibility and to ensure our people feel supported in the moments that matter. Alongside this we have also launched our first Menopause Champions meeting, to build momentum and seek feedback to influence the changes we are driving.

So far, we've seen positive results, including a 40% female cohort of engineering apprentices and meeting our 46% target of women in leadership two years early. We know we still have work to do, but the initiatives we have in place will help our existing female workforce thrive and build a diverse pipeline of talent to help narrow our gender pay gap further still.

**Charlotte Preston**  
Chief People Officer

# Virgin Atlantic Limited

## Gender pay gap 2023

### 🕒 Hourly Rate Differential

Median

28.4%

Mean

56.1%

### £ Annual Bonus Differential

Median

39.1%

Mean

57.5%

The median represents the middle point of a population. If you lined up all the women and all the men in a company, the median pay gap is the difference between the hourly pay rate of the middle woman compared to the middle man.

The mean pay gap is the difference in the average hourly pay for women, compared to men, within a company.

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## Percentage of men and women receiving a bonus

Women

92.2%



Men

92.4%



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## Our gender proportions across pay quartiles

Men		Women
69.9%	Q1 (upper)	30.1%
36.1%	Q2 (upper middle)	63.9%
28.0%	Q3 (lower middle)	72.0%
21.7%	Q4 (lower)	78.3%

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## Ethnicity pay gap 2023

### 🕒 Hourly Rate Differential

Median

18.0%

Mean

39.0%

### £ Annual Bonus Differential

Median

13.6%

Mean

26.6%

The median represents the middle point of a population. If you lined up all the White colleagues in a company, and all those Ethnically Diverse, the median pay gap is the difference between the hourly pay rate of the middle White colleague compared to the middle Ethnically Diverse colleague.

The mean pay gap is the difference in the average hourly pay for White colleagues, compared to Ethnically Diverse Colleagues, within a company.

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## Percentage of White and Ethnically Diverse Groups receiving a bonus

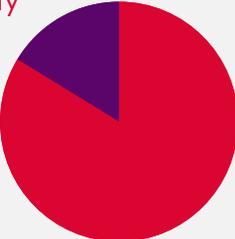
White

93.0%



Ethnically Diverse

83.7%



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## Our Ethnicity proportions across pay quartiles

Ethnically Diverse		White
5.5%	Q1 (upper)	94.5%
9.7%	Q2 (upper middle)	90.3%
11.2%	Q3 (lower middle)	88.8%
20.9%	Q4 (lower)	79.1%



## Working with our charity partners

Virgin Atlantic's charity partnerships are designed to improve diversity and encourage more women into STEM roles.

Last year, in partnership with Speakers for Schools, 350 students successfully took part in our refreshed Passport to Change programme, where we delivered over 6,700 learning hours of inspiring career talks, interactive activities and mentoring. Of those students who graduated, 44 % of them were young women, and 50% of them were from ethnically diverse backgrounds.

In addition to our partnership with Speakers for Schools, we work closely with two other charity partners: UNHCR and The Smallpeice Trust. The Smallpeice Trust are our STEM charity partner, using its educational resources to focus on increasing student engagement in STEM subjects, in particular engineering.

In turn, we will sponsor scholars in The Smallpeice Trust's Arkwright Scholarship programme and sponsor a four -day residential programme in 2022, which explores the world of STEM. Last year, 50% participants on these programmes have been women.

Alongside our final charity partner, UNHCR, we want to ensure that education is a basic right for all young people. So far, we have supported more than 4 ,000 young refugees in Delhi sustain access to education through the funding of bridge learning centres, admission fees for school.

## Our networks

In addition to Family First, we continue to work with our other Belonging Networks to ensure that all voices are heard and represented:

- Pride (LGBTQ+)
- Disability Engagement Network (DEN)
- Scarlet (Women's)
- and VALUED (ethnicity)

By providing a platform for sharing experiences, resources and advice, we aim to create an inclusive environment that enables everyone to thrive both personally and professionally.

Over 7,000 of our people are now a member of our networks. Each network also has an executive ally, which is a member of our leadership team to advocate for change and demonstrate leadership commitment.





## Succession planning

We understand that succession planning and identification of talent are essential to ensure a balanced pipeline of talent from a diverse range of backgrounds.

In 2023, we made substantial investment within our leadership community, with more than 218 leaders taking part in five different leadership development programmes. These programmes are crafted to nurture leadership potential across all demographics by providing coaching and opportunities for growth.

Programmes such as our Springboard Female Development Programme, has made significant contributions towards empowering women within our organisation. Through skills-building workshops and networking opportunities, more than 100 women have been supported during 2023 with their personal and professional development in pursuit of increasing gender representation in leadership positions. In 2024, we intend to run an additional five cohorts, reaching more than 120 women.

In addition to our internally run development programmes, we work with external partners to strengthen our commitment to career development. We are a signatory of the Women in Hospitality, Tourism & Leisure (WiHTL) charter, and have continued to maximise our partnership with them, supporting our people to take part in programmes including the Global Female Leaders programme and Ethnic Minorities Future Leaders programme.