



# Gender Pay Gap Report

March 2019

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## Introduction

I am pleased to publish the Company's Gender Pay Gap Report. In my role as HR Director for Glasgow Prestwick Airport, I have principal responsibility for ensuring our business achieves our strategic objective:

**/ Making people a  
priority**

Having the right people, with the right skills, in the right roles and the right time to give our business a competitive advantage.

Along with **Making People a Priority**, we are a business that believes in fairness and transparency. The publication of this report is in line with our Corporate Values of '**Passionate & People Centric**' and '**Trustworthy and Straight Forward**'.

As a private sector organisation of over 250 employees, we are required to publish this information on an ongoing annual basis. The data within this report shows the differences in average pay between male and female employees. This is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The information contained in this report provides the business and its stakeholders with some useful insights, allows us to benchmark our performance, and is our first step towards 'closing the gap'. Our report will allow us to self-examine, determine what is influencing our performance and, given we are a business facing significant cost challenges, consider which priority areas to tackle. As part of this process we will also identify and acknowledge areas over which we have no control.

We continue to work with our employees, and their representatives, to identify creative and effective ways to close our gender pay gap. We will also continue to look at ways to improve opportunities, reward and recognise our employees.

Sonia Rafferty  
HR Director

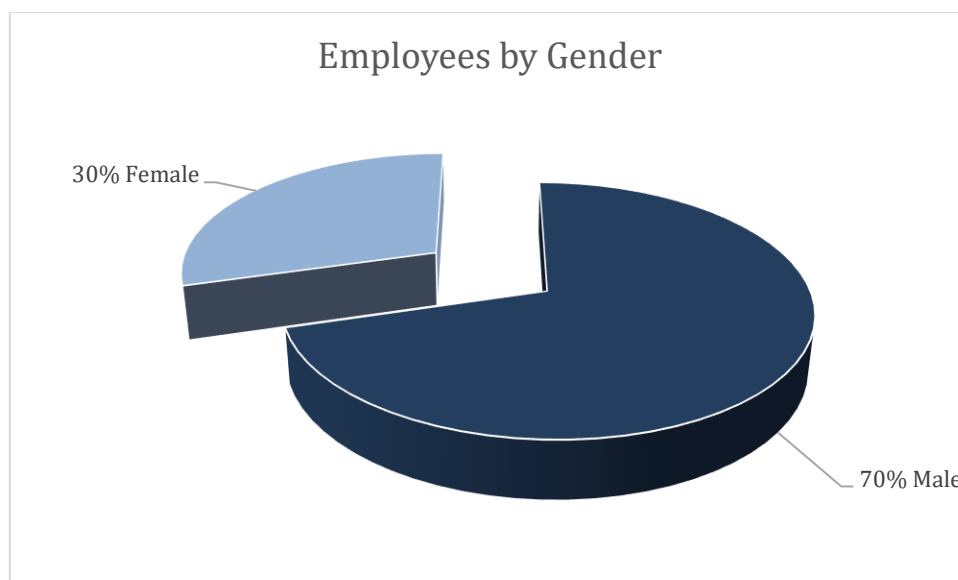
## Gender Pay Gap Information

This report shows the Gender Pay gap information for Glasgow Prestwick Airport (GPA) for 2018.

The salary information shown is taken from a 'snapshot' of salaries at end March 2018. The relevant pay period was our March payroll.

As a Company we do not offer any bonus or incentive pay, and therefore we have no information to publish in relation to gender bonus gap.

At end March 2018, GPA employed 353 employees. Our gender balance at this date was:



Annual salary reviews are undertaken by GPA through collective bargaining with our recognised trade unions and employee representatives. We do not negotiate individual awards and our pay system takes no account of gender or any other protected characteristic.

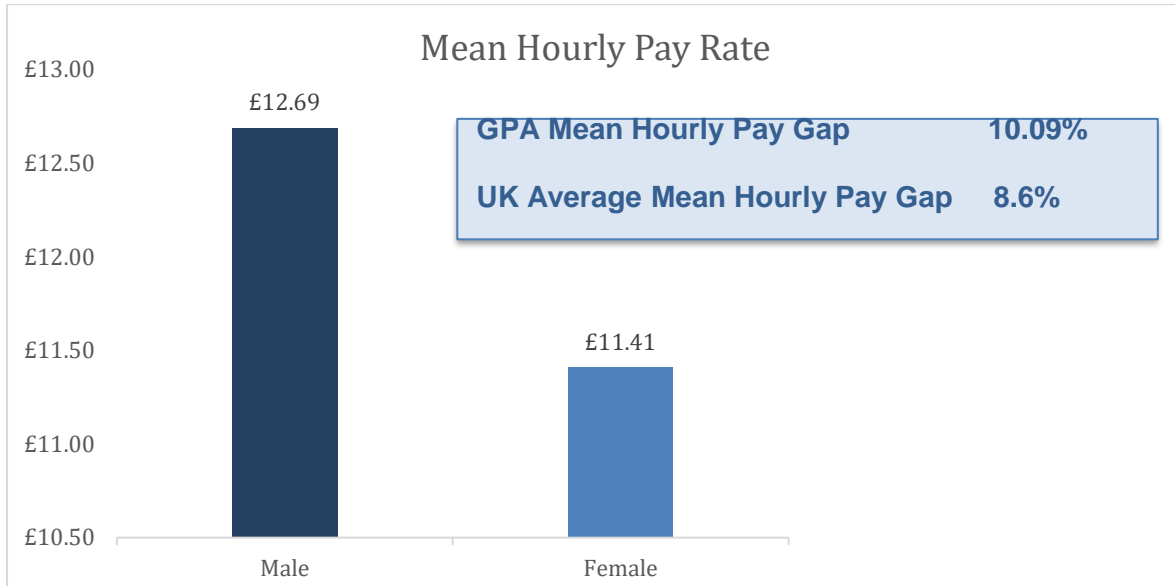
In September 2017 GPA undertook an exercise to align all employees to a company-wide salary scale which is published on our website. While further work is required in this area, all employees continue to be paid according to grade and annual pay award irrespective of gender.

Internal and external recruitment, and promotion within GPA is based on fair and open competition. All vacancies are advertised, and assessment of candidates is based on clearly defined parameters which measure suitability by virtue of aptitude and competency.

There were 4 entries excluded from our data, as at the 'snapshot' date these employees were not being paid or were on reduced or statutory pay during the March pay period.

## Mean Hourly Pay Rate

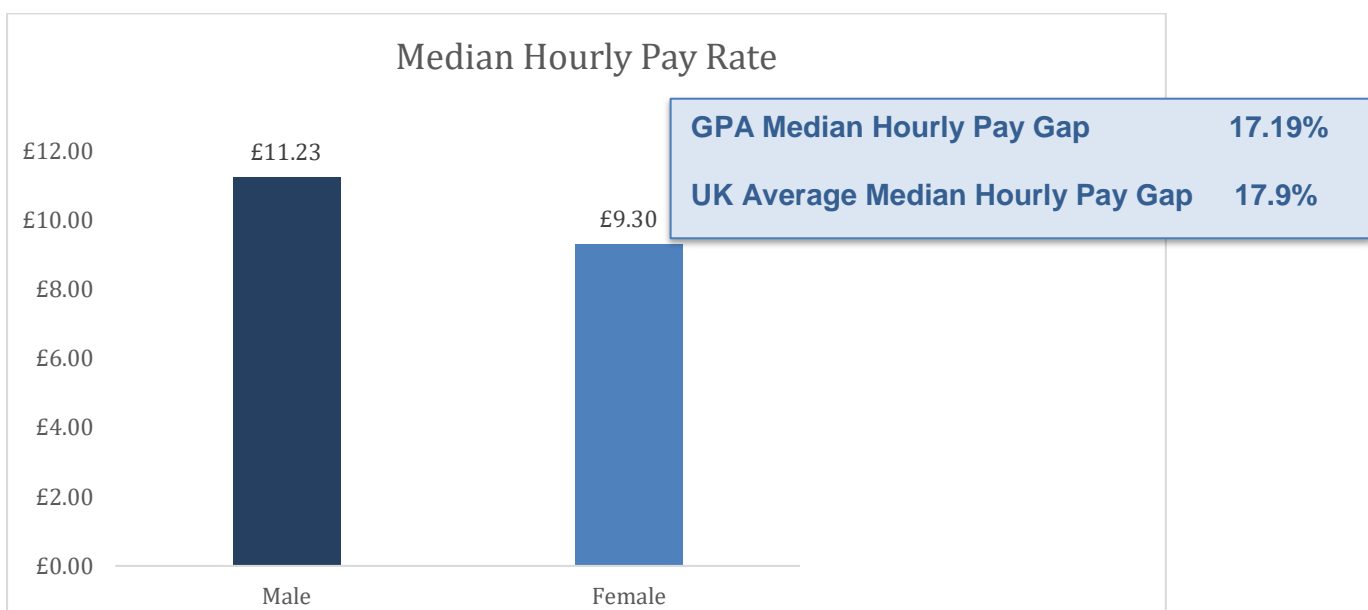
The mean average hourly rate of pay for male and female employees as at the 'snapshot' date March 2018:



GPA has reduced the mean hourly pay gap from 12.52% to 10.09% - this is a positive decrease of 2.43%.

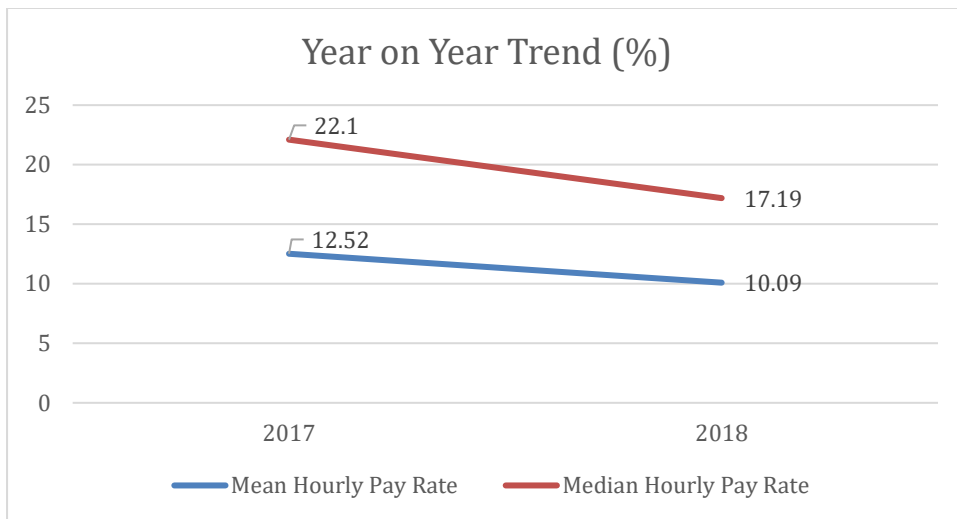
## Median Hourly Pay Rate

This shows the difference between the mid-point of the range of all salaries for male and female employees.



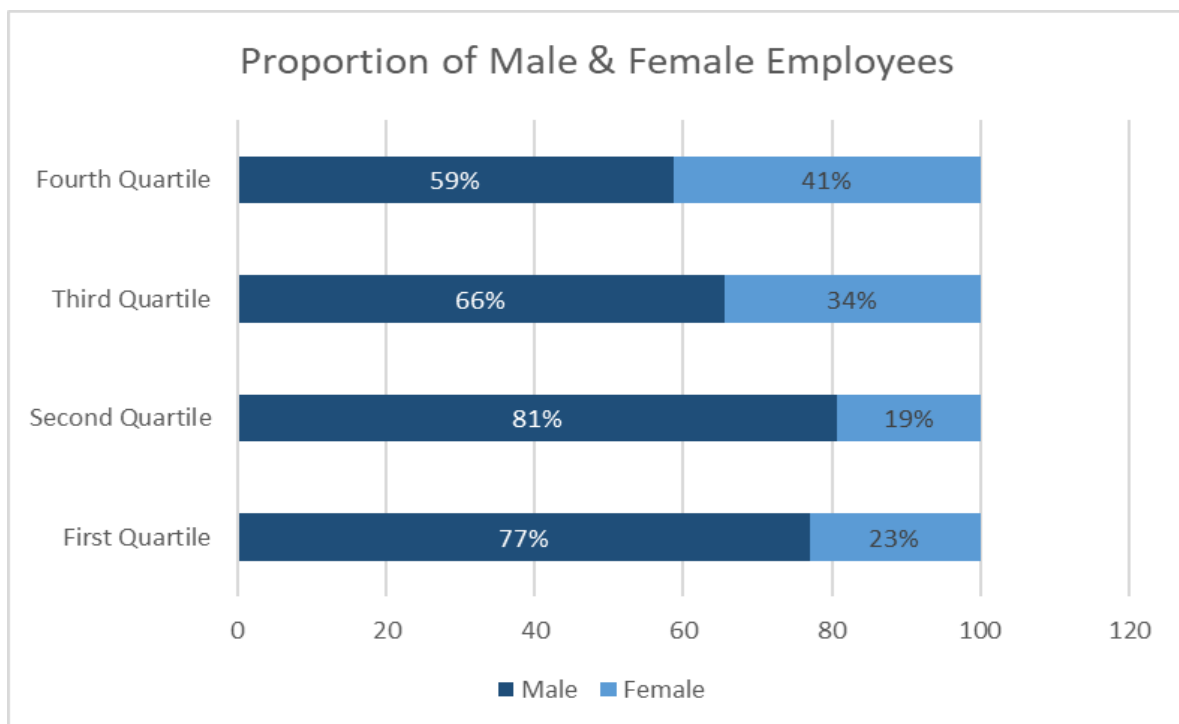
## Year on Year

We will track and monitor our pay gap continuously. As this is the second year of reporting, we are seeing noticeable improvements in reducing the mean and median pay gap:



## Proportion of Male & Female Employee in each Quartile

For the purposes of gender pay gap reporting, each quartile represents the employee population divided into four equal parts. Employees in the first quartile earn the least while those in the fourth earn the most.



## Action Plan

### Performance & Development

- Continue to engage with managers to ensure that quality conversations take place with our employees as regards both short & long-term development and career aspirations.
- Continue to provide a range of opportunities including promotion, secondment and further education and training which support employee development and career progression.
- Continue to provide flexibility to our staff along with supporting multiskilling across departments.

### Recruitment

- Maintain an ongoing programme of accreditation, refresher and on the job training for hiring managers with particular focus on equality and avoidance of unconscious bias.
- Tailor recruitment marketing and attraction to encourage candidates into roles perceived as being predominantly 'male' or 'female'.

### Flexible Working

- Continue to support employees who wish to work more flexibly wherever practicably possible.

### HR Analytics

- Continue to improve analytic and reporting capabilities in order to assist in the identification of specific gender pay issues. The purchase of a new ERP system in early 2019 will support improved analytics.