

**Glasgow
Prestwick
Airport**

Gender Pay Gap Report

1st April 2018 – 31st March 2019

Reported October 2020

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Introduction

Glasgow Prestwick Airport (GPA) was purchased by the Scottish Government in 2013 to protect jobs and safeguard a strategic infrastructure asset. The airport operates as a commercial business at an arm's length from the Government, with key airport operational activity that includes but is not limited to; air traffic control, passenger handling, security, cargo, fire service and property management.

GPA welcomed the introduction of UK Gender Pay Gap Reporting in 2017, leading to the first publishing of our pay gap data in 2018. To ensure ongoing compliance with legislation, because we are a private sector of over 250 employees, we are now reporting our gender pay gap figures for 2019.

We continue our commitment of fairness and transparency to our people. We recognise that our gender pay make-up and pay figures reflect historical and cultural societal influences on what are traditionally male-dominated industries of aviation, logistics and transport.

However, we are committed to assessing and reviewing how we can influence the gender imbalance and any associated pay gap. A key step towards this was a pay alignment exercise undertaken in 2017, which introduced a company-wide salary scale published on GPA's website. We do not negotiate individual pay awards as annual salary reviews are undertaken via collective bargaining with our recognised trade unions. Consequently, our pay scales are not reflective of gender or any other protected characteristic.

Gender pay gap reporting provides useful insights and benchmarking to support our understanding and analysis of performance in the marketplace. This ultimately encourages us to identify and explore improvement in employment opportunities, recognition, and reward.

Context

Pay Data

In accordance with legislation, the data in this report is reflective of "snapshot" pay data at the end of March 2019. The relevant pay period was our March 2019 payroll, at which point we employed 347 employees.

"Relevant Employees"

For the purpose of this report, 343 employees count as "relevant employees" as 4 employees are excluded at the "snapshot" date because they received reduced / statutory pay in the relevant pay period.

Statutory Data Information

GPA does not offer any bonus or incentive pay, and therefore we have no information to publish regarding a gender bonus gap (inclusive of mean gap, median gap and proportionality gap). Therefore, the statutory statistics in this report and how they are calculated is as follows:

Mean Gender Pay Gap

The % difference between the average hourly pay rate for male and female relevant employees.

Median Gender Pay Gap

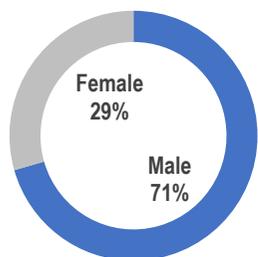
The % difference between the mid-point hourly pay rate for male and female relevant employees.

Pay Quartiles (proportionality per quartile)

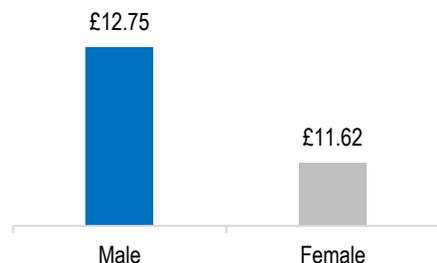
The full range of hourly pay rates is divided into 4 equal groups (quartiles) to calculate the % of male and female relevant employees in each pay quartile.

Gender Pay Gap Information

Employees by Gender



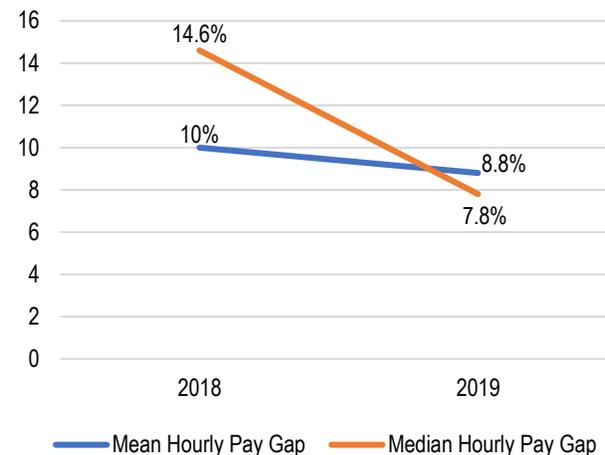
Mean Hourly Pay Rate



Median Hourly Pay Rate



2019 vs. 2018 Trend (%)



2019: +1% male, -1% female
2018 = 70% / 30% (349 employees)

2019 Mean Pay Gap: 8.8%

2018 = 10%
2019 vs. 2018 = 1.2% decrease

UK Average = 8.9%

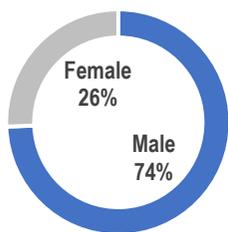
2019 Median Pay Gap: 7.8%

2018 = 14.6%
2019 vs. 2018 = 6.8% decrease

UK Average = 17.3%

Male & Female Proportionality per Quartile

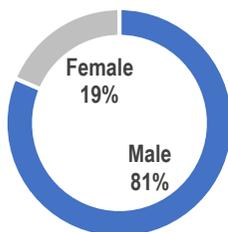
Quartile 1 (Highest paid)



Roles include; executive, senior / middle management, air traffic control and fire service (managers).

UK market statistics: Directors / functional management (42% female) and office managers (71% female).

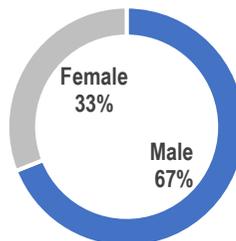
Quartile 2 (Higher Middle)



Roles include; fire service, operational management / supervisors, IT and administrative.

UK market statistics: Office management / supervisors (65% female), fire service (13% female) and administrative (77% female).

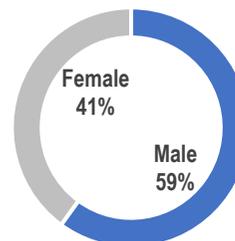
Quartile 3 (Lower Middle)



Roles include; non-executive, supervisors, security and ground services.

UK market statistics: Elementary security (51% women), plant / machine operatives (13% female).

Quartile 4 (Lowest paid)



Roles include; passenger handling services, security, and cleaning.

UK market statistics: Customer service (62% female) and cleaning (72% female).

Where possible, an indication is provided below of some GPA roles in each quartile and how those compare with the UK market in terms of proportionality.

Employees in Q1 earn the most, while those in Q4 earn the least.

NB. Market data* does not provide a substantive like for like comparison with the roles held at GPA, so closest comparisons have been made where applicable.

* Office for National Statistics Survey 2019

Gender Pay Gap Information Review

- 1) Our female population has decreased by 1%, which is a consequence of natural attrition. Our “relevant employees” for this reporting period have reduced by 6, from 349 to 343.
- 2) We are pleased to report a “closing” of our *mean gender pay gap* by 1.2%. This is primarily due to an increase in the number of female middle / executive managers, either externally hired or internally promoted, and an increase to associated hourly pay rates.
- 3) Our *median gender pay gap* has also reduced by 6.8%, primarily due to streamlining various lower pay rates as part of a pay and grading exercise in our April 2018 salary review process.
- 4) In 2018, our *mean* hourly pay rate difference between males and females was £1.28, which reduced to £1.13 in 2019. Similarly, our *median* hourly pay rate difference reduced from £1.93 in 2018 to £1.00 in 2019.
- 5) Our pay quartile results are progressive, particularly in Q1 (highest paid), in which the proportion of females has increased and in Q3 (lower middle) in which the proportion of females has decreased.

Future Commitment

We are encouraged by our 2019 gender pay gap results. However, we recognise that we must continually monitor the gap and identify potential means (within our control) by which we can further reduce the gap.

It is widely reported that women are increasingly pursuing roles that have been traditionally undertaken by men, and we are committed to supporting the broadening of our future talent range by:

- 1) Tailoring recruitment opportunities proportionately to encourage females into roles that have historically been perceived as male roles.
- 2) Actively monitoring our male to female hires ratio.
- 3) Proactively accommodating flexible working to enable all employees to pursue long term careers at GPA, irrespective of gender.
- 4) Review our training and development offering, with a focus on equality, and recognition /avoidance of unconscious bias.

Declaration

On behalf of Glasgow Prestwick Airport, I confirm that the data in this report is correct as at the snapshot date described.

Insert Signature

Sonia Rafferty (Human Resources Director)