



**Glasgow
Prestwick
Airport**

Gender Pay Gap Report

1st April 2019 – 31st March 2020

Reported August 2021

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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 250+ employees, we are now reporting our gender pay gap figures for 2020.

We continue our commitment of fairness and transparency to our people. We recognise that our gender pay make-up and pay figures reflect historical, cultural and 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 2020. The relevant pay period was our March 2020 payroll, at which point we employed 303 employees.

"Relevant Employees"

For this report, 298 employees count as "relevant employees" as 5 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

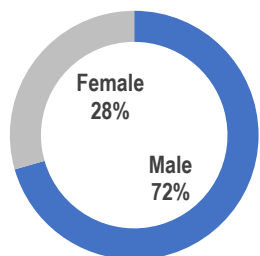
The % difference between the mid-point hourly pay rate for male and female relevant employees.

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.

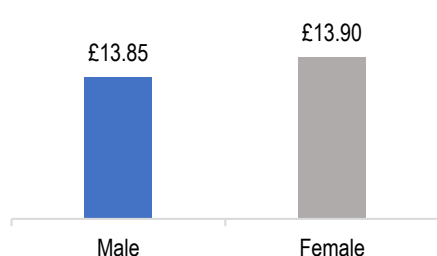
Gender Pay Gap Information

Employees by Gender



2020: +1% male, -1% female
2019 = 71% / 29% (343 employees)

Mean Hourly Pay Rate

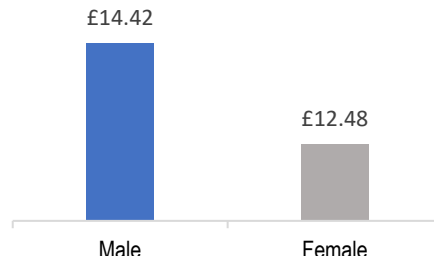


2020 Mean Pay Gap: -0.4%

2019 = 8.8%
2020 vs. 2019 = 9.2% decrease

UK Average = 7.4% (ONS)

Median Hourly Pay Rate

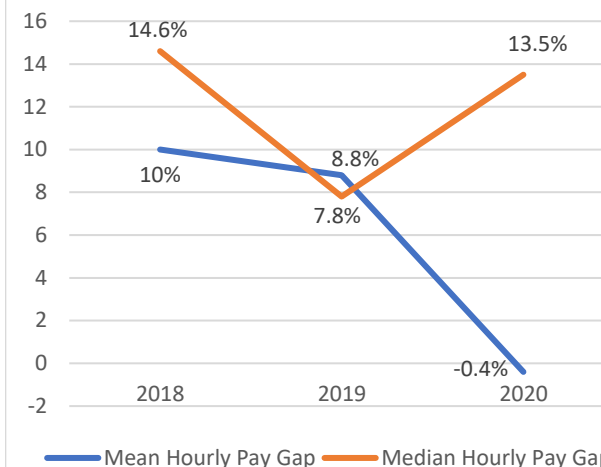


2020 Median Pay Gap: 13.5%

2019 = 7.8%
2020 vs. 2019 = 5.7% increase

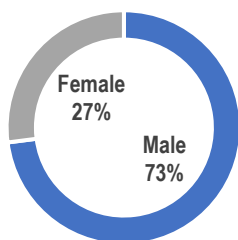
UK Average = 15.5% (ONS)

Year on Year Trend (%)



Male & Female Proportionality per Quartile

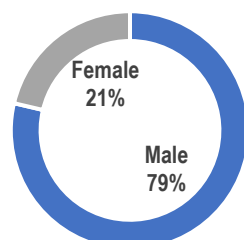
Quartile 1 (Highest paid)



Roles include; executive, senior / middle management, air traffic control, senior fire service, skilled trades, and non-executive.

UK market data:
Directors / functional management (45% female), office managers (71% female), and Engineering technicians (13% female).

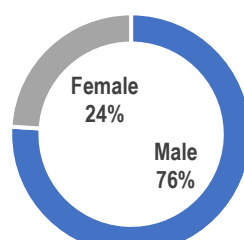
Quartile 2 (Higher Middle)



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

UK market data:
Office management / supervisors (68% female), fire service (13% female), administrative (63% female), and civils operative (5% female)

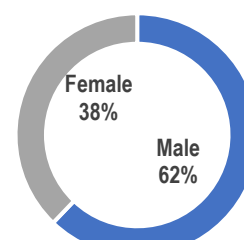
Quartile 3 (Lower Middle)



Roles include; fire service, aviation services, ground handling, and security (skilled).

UK market data: plant / machine operatives (15% female), security guards (21% female).

Quartile 4 (Lowest paid)



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

UK market data:
Elementary security (57% female), customer service (65% female) and cleaning (79% 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.

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

* Office for National Statistics Survey 2020

Gender Pay Gap Information Review

- 1) Our female population has decreased by 1%, due to natural attrition. Our “relevant employees” for this reporting period have reduced by 5 females - total employees from 303 to 298.
- 2) *Mean gender pay gap* – decreased by 9.2%, mainly due to a reduction in our female population, combined with newly employed females in higher paid roles. This has driven an increase in the average hourly female rate and ultimately significantly reduced the hourly pay gap between males.
- 3) *Median gender pay gap* - increased by 5.7%, primarily due to a rise in the number of new male fire fighters and new male senior / middle management employees in higher paid roles.
- 4) *Mean* hourly pay rate in 2019 was £1.13 higher for males. In 2020, the mean hourly pay rate is £0.05 higher for females vs. males.
- 5) *Median* hourly pay rate in 2019 was £1.00 higher for males. In 2020, the median hourly pay rate is £1.94 higher for males vs. females.
- 6) Our pay quartile results show that:
 - a) the number of females has increased in Q1 and Q2 (highest / higher middle);
 - b) the proportion of females to males has decreased significantly in Q3 (lower middle);
 - c) due to a reduction in the total number of employees, there is a shift in rates between quartiles e.g., those males (fire fighters) previously in Q2 are now in Q3,

Future Commitment

We are encouraged by our 2020 gender pay gap results – particularly the closing of the gap in hourly pay rates between males and females. 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.

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.



Sonia Rafferty (Human Resources Director)