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**Gender Pay Gap Report**

**1st April 2021 – 31st March 2022**

**Reported April 2023**

**Sub header**

**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 2022.

We continue our commitment of fairness and transparency to our people. We recognise that our gender pay make-up and pay figures have reflected 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 further. This has been evident in our trends to date, which have shown that we have reversed and reduced some of the reported pay gap statistics.

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 2022. The relevant pay period was our March 2022 payroll, at which point we employed 268 employees.

**“Relevant Employees”**

For this report, all 268 employees count as “relevant employees”.

**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**

**2022: - No Change**

2021: -72% / 28% (268 employees)

**2022 Median Pay Gap: 4.2%**

**2021 Median Pay Gap: 12.7%**

2022 vs. 2021 = 8.5% decrease

UK Average = 14.9% (ONS)

**2022 Mean Pay Gap: 1.8%**

2021 Mean Pay Gap: -0.6%

2022 vs. 2021 = 2.4% increase

UK Average = 8.3% (ONS)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Quartile 1 (Highest paid) |  | Quartile 2 (Higher Middle) |  | Quartile 3 (Lower Middle) |  | Quartile 4 (Lowest paid) | 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. |
| Roles include; executive, senior / middle management, air traffic control & engineering, senior fire service, MT, skilled trades, and non-executive.  UK market data:  Directors / functional management (females earn 22.9% less than men), and Engineering technicians (females earn 13.8% less than men). |  | Roles include; air traffic service assistants, middle fire service, airfield operations, IT, and office / operational supervisors.  UK market data:  Fire service officers (females earn 8.1% less than men), Office supervisors (females earn 3% less than men), |  | Roles include; fire service, aviation services, ground handling, facilities, security and administrative.  UK market data:  Plant / machine operative (females earn 18.7% less than males), security guards (females earn 1.2% more than men). |  | Roles include; passenger handling services, security, ground handling, and cleaning.  UK market data:  Elementary security (females earn 4.5% more than men), customer service (females earn 0.7% less than men),), and cleaning (females earn 0.8% less than men). | 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 202](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019)2 |

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**Gender Pay Gap Information Review**

1. There has been no change to the male / female population split since 2020.
2. *Mean gender pay gap* – increased by 2.4%, mainly due to 28 new employees (18 male / 10 female) starting on lower pay rates. All employees are ‘relevant’ for this report which has resulted in a decrease in the average hourly rate for both males and females.
3. *Median gender pay gap* - decreased by 8.5%, due to the introduction of higher pay rates for female employees, and a higher proportion of male and female employees on lower pay rates, closing the gap between male and female rates.
4. *Mean* hourly pay rate in 2021 was £0.09 higher for females. In 2022, the mean hourly pay rate is now £0.26 higher for males vs. females.
5. *Median* hourly pay rate in 2021 was £1.90 higher for males. In 2022, the median hourly pay rate is £0.61 higher for males vs. females, narrowing the gap between them.
6. Our pay quartile results show that:
7. the male to female proportion has increased in Q1 and Q4, however, has decreased in Q2 and Q3;
8. New female employees (PAX, Security, Aviation Services) into Q4 on lower paid rates have shifted some employees previously in Q4 into Q3.
9. there is no change to the makeup of employees / departments in Q2 and Q1;

**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)

**Future Commitment**

We are encouraged by our 2022 gender pay gap result. We must continually monitor our gender statistics and identify potential means (within our control) by which we can further improve these. This will inevitably be challenging post pandemic due to a combination of factors such as labour shortages, the rise in cost of living, inflation increases, and changes to ways of working – all of which will contribute to attracting and retaining good talent.

Nevertheless, we stand by our previous commitment to:

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 and reviewing our “work styles” 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.