

Gender Pay Gap Report

1st April 2022 – 31st March 2023
Reported April 2024

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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 2023.

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 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 2023. The relevant pay period was our March 2023 payroll, at which point we employed 301 employees.

“Relevant Employees”

For this report, all 301 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

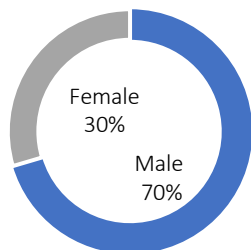
The % difference between the mid-point hourly pay rate for male and female relevant employees.

Pay Quartiles (proportionality per quartile)

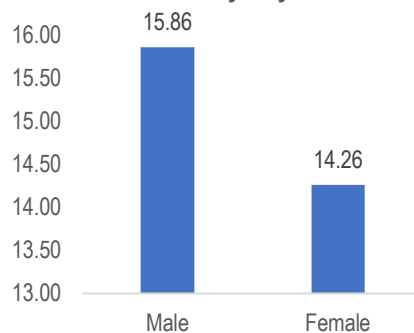
The full range of hourly pay rates is divided into 4 equal groups (quartiles) to calculate the % of male and female relevant employees in each pay quartile.

Gender Pay Gap Information

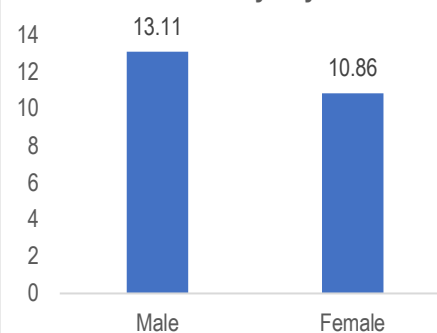
Employees by Gender



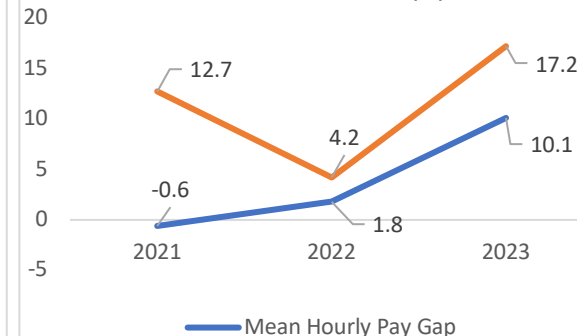
Mean Hourly Pay Rate



Median Hourly Pay Rate



Year on Year Trend (%)

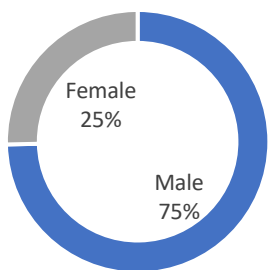


2023 – 70% / 30% (301 employees)
2022: 72% / 28% (268 employees)

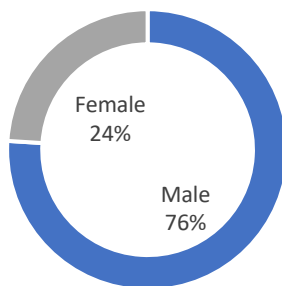
2023 Mean Pay Gap: 10.1%
2022 Mean Pay Gap: 1.8%
2023 vs. 2022 = 8.9% increase
UK Average = 7.7% (ONS)

2023 Median Pay Gap: 17.2%
2022 Median Pay Gap: 4.2%
2023 vs. 2022 = 13% increase
UK Average = 14.3% (ONS)

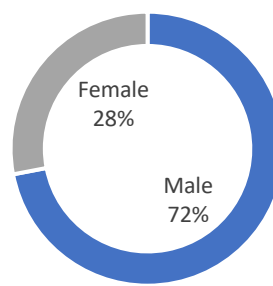
Quartile 1 - Highest Paid



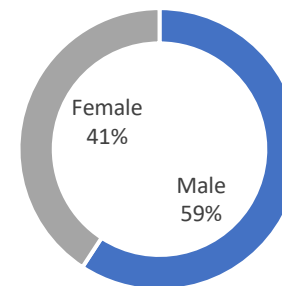
Quartile 2 - Higher Middle



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 23.4% less than men), and Engineering technicians (females earn 3.2% 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 the same as men), Office supervisors (females earn 4.8% less than men),

Roles include fire service, aviation services, ground handling, facilities, security and administrative.

UK market data:
Plant / machine operative (females earn 12.3% less than males), security guards (females earn 3.1% more than men).

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

UK market data:
Elementary security (females earn 2.8% less than men), customer service (females earn 0.7% more than men), and cleaning (females earn 0.5% 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 2023

Gender Pay Gap Information Review

- 1) The ratio of male to female population has slightly declined since 2022.
- 2) The mean gender pay gap has risen by 8.9%. This increase primarily stems from the high retention rate of lower-paid male employees, leading to a larger influx of female employees into the business at lower pay rates. Consequently, the average hourly rate for female employees has decreased, while that for male employees has increased.
- 3) The median gender pay gap has increased by 13% due to higher pay rates for more male employees than females in the highest and higher middle quartiles compared to the previous year.
- 4) In 2022, the mean hourly pay rate for males was £0.26 higher than for females. In 2023, this gap widened, with the mean hourly pay rate for males being £1.60 higher than for females.
- 5) In 2022, the median hourly pay rate for males was £0.61 higher than for females. In 2023, this gap widened, with the median hourly pay rate for males being £2.25 higher than for females.
- 6) Our pay quartile results reveal the following:
 - a) The proportion of females has remained consistent in Q1 and Q2 but has risen in Q3 and Q4.
 - b) There is now a higher presence of males in the composition of employees/departments in both Q2 and Q1, while Q3 and Q4 remain largely unchanged from previous years.

Future Commitment

We recognise the importance of continuously monitoring our gender statistics and actively seeking opportunities (within our control) to enhance them.

Nevertheless, we remain steadfast in our previous commitment to:

- 1) Customise recruitment opportunities to attract female candidates to roles traditionally seen as male dominated.
- 2) Continuously monitor the ratio of male to female recruits.
- 3) Proactively support flexible work arrangements and reassess our work culture to ensure that all employees, regardless of gender, can pursue fulfilling careers at GPA over the long term.
- 4) Evaluate our training and development programs with a focus on promoting equality and addressing unconscious bias towards certain roles.

Declaration

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



Ian Muncie (HR Manager)