

GENDER PAY GAP ANALYSIS: April 2019

For a second year, Highlands and Islands airport has completed a gender pay gap analysis and has published this information on the government portal. The report is based on pay data for 2017-18 at 31 March 18. The results of the analysis is summarised in the table below:-

Average gender pay gap as a mean average	18.7%								
Average gender pay gap as a median average	16.1%								
Proportion of males and females when divided into 4 groups ordered from lowest to highest	<table> <tr> <td>Q1. 47% - Male</td> <td>53% - Female</td> </tr> <tr> <td>Q2. 67% - Male</td> <td>33% - Female</td> </tr> <tr> <td>Q3. 80% - Male</td> <td>20% - Female</td> </tr> <tr> <td>Q4. 85% - Male</td> <td>15% - Female</td> </tr> </table>	Q1. 47% - Male	53% - Female	Q2. 67% - Male	33% - Female	Q3. 80% - Male	20% - Female	Q4. 85% - Male	15% - Female
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Information on salary of the Managing Director has been published on the HIAL website.

We are pleased to note a marginal improvement on our 2018 submission. We are committed to continuing that improvement. However, we recognise we have some way to go to close the gender pay gap.

In 2018 HIAL commenced a Job Evaluation project to have all roles evaluated using a systematic, analytical approach. The first part of this project is reaching a conclusion with all roles now evaluated. The second phase will align roles into a new pay and grading structure and will be progressed during 2019-20. HIAL are undertaking this project to increase transparency of the pay structure and address potential inequalities for work of equal value.

HIAL recognises that not all of the issues creating the gender pay gap originate from the pay and grading structure. The company is reviewing its recruitment and attraction strategies to remove any gender bias within specific campaigns. We wish to encourage as broad a range of potential applicants to apply for all roles - but in particular those that attract higher salaries.

Our aim is to dispel gender stereotypes and use our female employees as role models to encourage women into a perceived male dominated industry. For example, we featured a female Air Traffic Controller as part of our recruitment campaign in 2018. Within HIAL we have the first female Airport Fire Manager in Scotland and this was widely promoted on International Women's Day. Lorna Jack was appointed as Chair of HIAL Board in January 2019.

As an organisation committed to Investors in People, HIAL recognises the need to create an environment where individuals can flourish, feel valued, engaged and are able to contribute in a meaningful way to the organisation. As part of this commitment the company has in place policies relating to flexible, part-time and home working. This will allow us recruit and retain a diverse workforce as well as creating a positive working experience for all our staff.