

GENDER PAY GAP ANALYSIS: April 2019

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 2018 -19 at 31 March 19. The results of the analysis is summarised in the table below:-

Average gender pay gap as a mean average	17.3%
Average gender pay gap as a median average	14.5%
Proportion of males and females when divided into 4 groups ordered from lowest to highest	Q1. 47% - Male 53 % - Female Q2. 76% - Male 24% - Female Q3. 78% - Male 22% - Female Q4. 82% - Male 18% - Female

Information on salary of the Managing Director has been published on the HIAL website.

A detailed Equal Pay analysis was commissioned in 2017-18 from the Grange Group and a report produced at 31 March 2018 with a more detailed analysis of the Equal Pay issues. As a result the HIAL Board approved a project to undertake a full pay and grading review.

Phase One of this project was the completion of a Job Evaluation exercise to evaluate all roles using a systematic, analytical approach. The second part of this project has been to align all roles into a new pay and grading structure. This exercise is currently underway with the aim of increasing the transparency of the pay structure, ensuring equality and eliminating any potential claims that people are being paid unequally for undertaking work of equal value.

HIAL recognises that not all of the issues creating the gender pay gap originate from the pay and grading structure. In addition to the Pay and Grading Review a number of other initiatives have taken place.

The company is committed to achieving 50:50 representation. The HIAL Board comprises six Non-Executive Directors; of whom three are male and three are female. The HIAL Board is chaired by a woman.

The HIAL Senior Management team comprises eight individuals; four men and four women.

The company has committed to ongoing review of recruitment and attraction strategies to ensure there is no gender bias within specific campaigns and that as broad a range of potential applicants can be encouraged to apply for all roles, but in particular those that attract the highest salaries and where women are underrepresented. The company is looking forward to welcoming a female Airport Manager later this year, a group where there is currently no female representation.

In the last year the company ran a feature supporting International Women's day with an article on our Inverness Airport Fire Manager, the only female to hold this position within a Scottish Airport.

The company also joined an organisation set up to support Women in Aviation and signed up to the Women in Aviation and Aerospace Charter. Through this we are promoting and publicising events aimed at supporting women to develop within the industry.