

## GENDER PAY GAP ANALYSIS: April 2020

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 2019 -20 at 31 March 20. The results of the analysis is summarised in the table below:-

Average gender pay gap as a mean average	18.9%
Average gender pay gap as a median average	16.8%
Proportion of males and females when divided into 4 groups ordered from lowest to highest	Q1. 49% - Male    51 % - Female Q2. 60% - Male    40% - Female Q3. 83% - Male    17% - 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.

A full pay and grading exercise has now been completed and a draft proposal has been agreed by the HIAL Board for discussion and approval by Scottish Government to allow consultation and negotiation to commence with the trade unions. This exercise will increase 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 has expanded the opportunities for flexible working with initiatives such as hybrid working and in 2020 achieved Carer Positive status.

The company is a member of Women in Aviation and a signatory to the Women in Aviation and Aerospace Charter. In addition to promoting and publicising events aimed at supporting women to develop within the industry the Company is planning to establish a Forum aimed at Women looking to support career development.

In April 21 HIAL published a new Strategy and COVID Recovery Plan. Strategic priorities are identified in the Annual Corporate Operating Plan and the Human Resources Local Plan which includes the development of a Diversity and Inclusion Strategy.