

Gender Pay Gap Report 2019

Edinburgh Airport Limited

Introduction



Edinburgh Airport is Scotland's busiest airport serving over 14 million passengers in 2019.

We believe in supporting workforce diversity and inclusion and have increased our focus in this area. We are working with external partners to promote the career opportunities that exist for all in our airport and as part of an exciting and dynamic global industry. We are supporting initiatives to encourage inclusion in STEM careers and promoting Engineering through our Engineering Tomorrow programme, helping to address diversity.

We are proud of our culture and values and especially of our people who deliver a great service to our passengers and contribute significantly to the success of our airport and the wider Scottish economy. We recognise that we, along with other employers in our sector and beyond, have to face the challenges of redressing the gender pay gap.

We have seen continued improvement in our overall results, with a reduction in our Pay and Bonus gaps showing that the work we are doing is paying off, and we continue our focus on allowing talented people to thrive regardless of their gender.

Edinburgh Airport Limited can confirm that the data provided is accurate.

CEO

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HR Director

A blue ink signature of the HR Director, consisting of a stylized, cursive name followed by a horizontal line.

Our Workforce



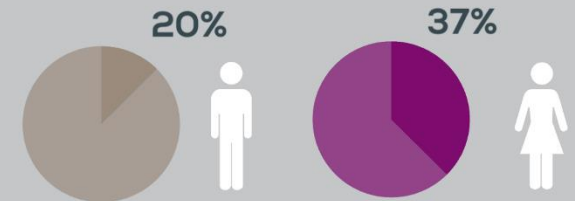
Increasing diversity

Gender Profile



More female employees than 2018

Part Time Working



Managerial Grades



The number of women in senior roles has increased from 15% to 22% since 2017



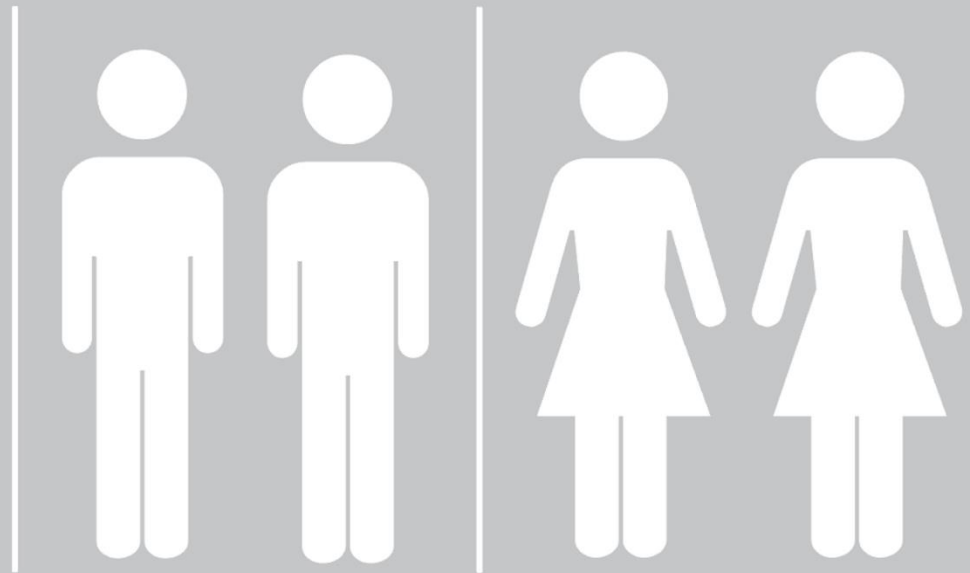
Increasing opportunity

Our Gender Pay Gap



Median Pay Gap
7.5%

Mean Pay Gap
14.7%



Our Mean Pay Gap is DOWN from 16.7% in 2018

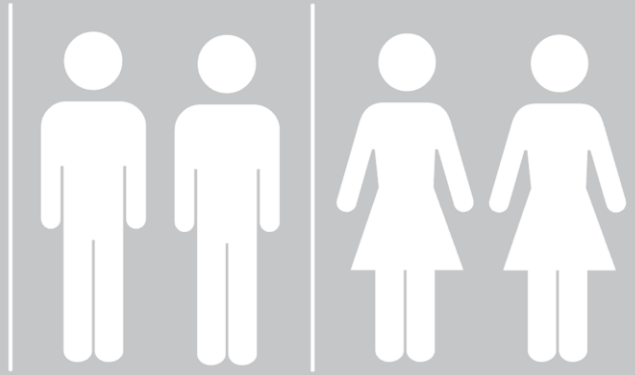
2019 Bonus Data



Bonus calculation, for the purposes of this report, does not take into account where the amount is prorated for part time working. This disproportionately impacts the bonus gap for women.

Median Bonus Gap
5.3%

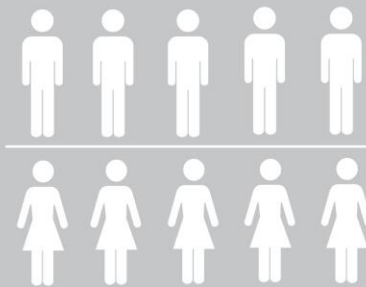
Mean Bonus Gap
47%



Our Median Bonus Gap is DOWN from 7.2% in 2018

Our Mean Bonus Gap is DOWN from 60.7% 2018

Proportion of employees receiving a bonus



Male 96.4%

Female 92.5%

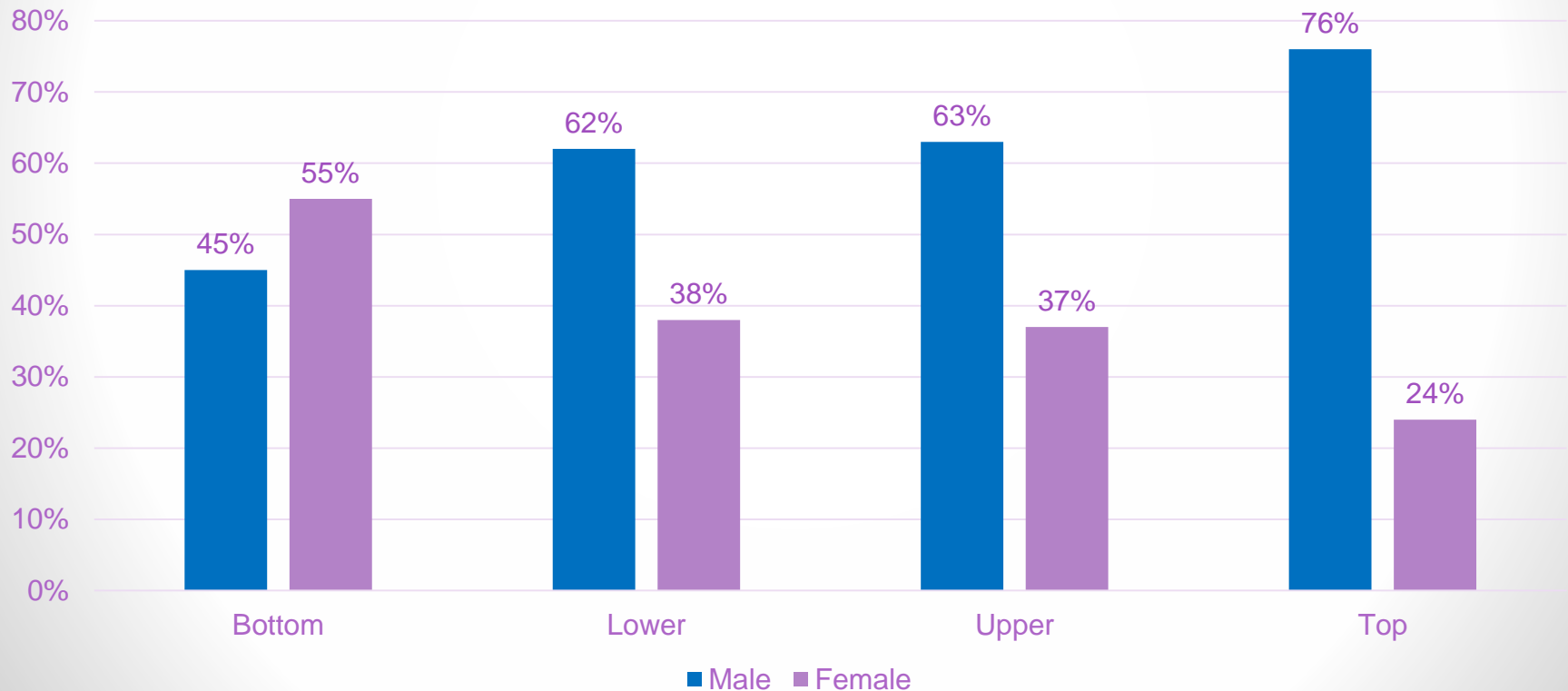
All employees are eligible for bonus.

The principal reason for the difference is that we recruited more female employees than male between the cut off date for bonus payment in October 2018 and the end of the reference period in April 2019.

Pay Quartile Information



57% of our Male staff and 39% of Female staff are in the top two quartiles. We have more female staff in the Top Quartile this year.



Our Action Plan



The gender pay gap is not the same as Equal Pay and we are satisfied that, where men and women are carrying out the same role, their rates of pay are also the same.

We believe that more needs to be done nationally to address workplace gender stereotypes and occupational segregation through the education system and on social media.

We will use the next 12 months to continue the good progress made and to work with relevant partner organisations to improve workplace diversity.

We have launched our own programme, Engineering Tomorrow, which works with young people in schools to encourage a new generation into a career in engineering and improve diversity in the sector.

We actively engage with young people through schools, further education providers, DYW and STEM to promote careers in the aviation industry, offering work placements, apprenticeships and internships to support this. We have increased our participation through 2019 and are now active participants in mentoring young people through MCR Pathways.

Through our continued partnership with DWP, we are promoting aviation opportunities to the unemployed, disabled and those who are looking to change career. We successfully gained our “Disability Confident” status and are a shortlisted finalist in the Family Friendly Working Scotland Awards.

We continue to use female role models in our recruitment advertising wherever appropriate and have a new dedicated Facebook page promoting airport careers and highlighting these role models.

We are building on the success of our internal development programmes, encouraging and supporting women to take up more senior roles and delivering a pipeline of talent for the future.