

North Air Gender Pay Gap Report

April 2019 (Snapshot April 2018)

Background

Each year, by 4th April, public, private and voluntary sector organisations with 250 or more employees are required by the UK government, to report on their gender pay gaps, using six different measures:

Mean Gender Pay Gap	<ul style="list-style-type: none">•The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees
Median Gender Pay Gap	<ul style="list-style-type: none">•The difference between the median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	<ul style="list-style-type: none">•The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	<ul style="list-style-type: none">•The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	<ul style="list-style-type: none">•The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile Pay Bands	<ul style="list-style-type: none">•The proportion of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap differs from equal pay as it is not exclusively about men and women doing the same job and the difference in their pay. When calculating the differences in average hourly rates of pay the gender pay gap takes into account all jobs, at different levels and all salaries within an organisation. This means that the gender pay gap can result from many different factors which we will look to explore in relation to North Air.

All employees who are employed by North Air on the snapshot date are counted, irrespective of the duration of their employment. Employees are then split into 2 categories 'Full Pay Relevant Employees' and 'Relevant Employees'. The companies snapshot date was **5th April 2018**.

Reporting our Gender Pay Gap

The regulations state that companies must show the overall mean and median gender pay gap based on hourly rate as well as reporting on Gender Bonus Pay Gap and the proportion of each gender in each quartile pay band.

As of our snapshot date of 5th April 2018 North Air had 332 Relevant employees and **330 Full-Pay relevant** employees. (298 males and 32 females)

Mean Gender Pay Gap	10.5%
Median Gender Pay Gap	21%

As of our snapshot date of the 5th April 2018 North Air had 309** relevant employees (that were paid a bonus)

Mean Gender BONUS Pay Gap	-50.1%
Median Gender BONUS Pay Gap	-81.3%

Proportion of MALES receiving a bonus	93.3%
Proportion of Females receiving a bonus	90.9%

** there were 332 relevant employees on the snapshot date however 23 did not receive a bonus and were removed from the calculations as per the regulations. The negative % relates to the fact that the level of bonus for males was lower than the level of bonus received by females.

Gender Split by Pay Band (quartile):

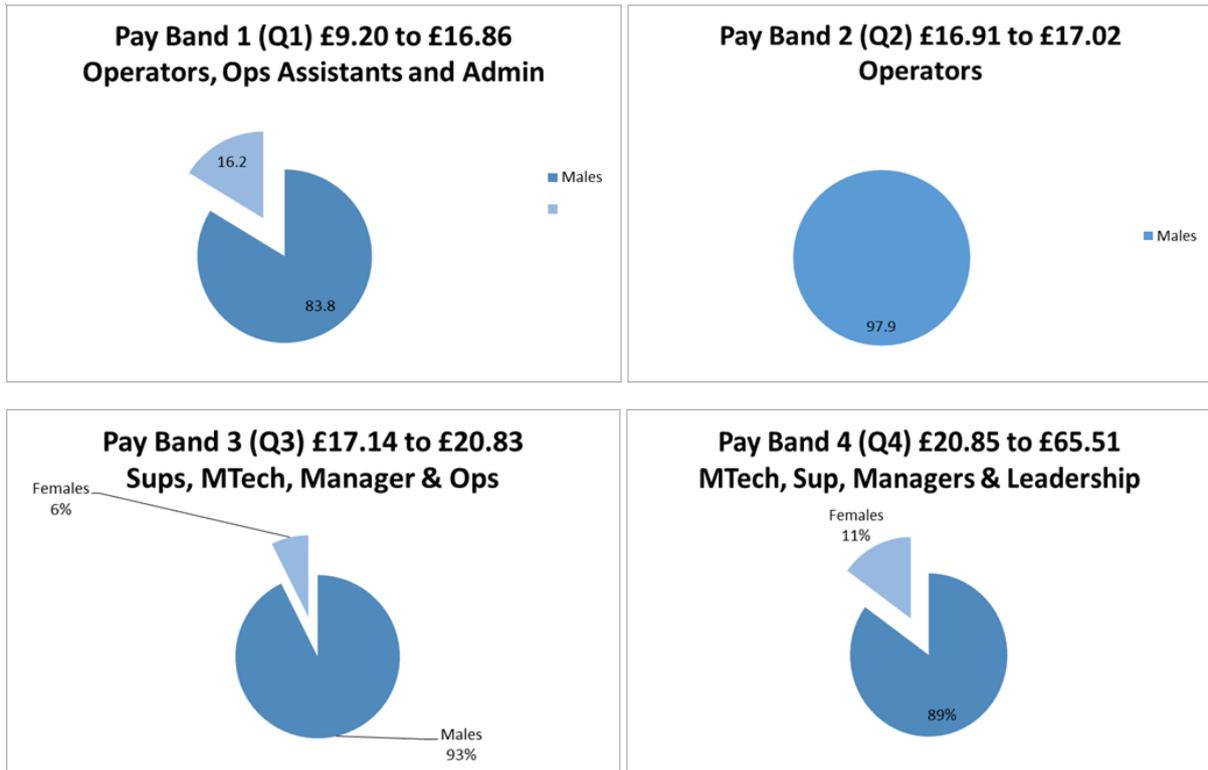
All the full pay relevant employees (330) are split into 4 equal quartile pay bands and the proportion of males and females in each.

Pay Band 1 - 111 people - £9.20 to £16.86 per hour

Pay Band 2 - 97 people - £16.87 to £17.02 per hour

Pay Band 3 - 82 people - £17.03 to £20.83 per hour

Pay Band 4 - 40 People - £20.84 + per hour



Understanding the Gender Pay Gap at North Air

Our industry is male dominated with 90% of our workforce being male. The majority of refuelling operation roles, have traditionally been filled by males and this has been the succession route to Supervisory or Management roles. We are committed to changing this and have been working over the last 2-3 years to increase the number of female Supervisors and Managers with some success.

Despite this, the North Air Gender Pay gap of 21% for 2018 is greater than previously reported in April 2018 (increase of 2.6%). The main factor for this is that the majority of our new hires are Refuelling Operators, roles which require an HGV licence. This is a profession which continues in society, to attract more males than females, knowing this does not mean that we will just accept it. We are continuing to look at ways we can attract more females into our workplace and develop those who already work for us in Admin based roles to progress into Operational roles.

The report conversely shows that North Air does not have a Gender Bonus Gap, 93.3% of our males earned a bonus last year, compared to 90.9% of females and females earned higher bonuses than their male colleagues. This is due to our females participating in a performance related bonus scheme, which their male colleagues do not participate in.

Tackling Action on North Airs Gender Pay Gap

The Gap in our mean and median gender pay and the fact that the gap has increased compared to last year, shows that we still have some work to do. Whilst we do not have an equal pay issue we do still need to take steps to reduce the gap.

At North Air we will continue to focus on how we attract females to work for us, how we keep them at North Air though changes in their life and how we help promote them through the company in more skilled and senior roles.

Some of the initiatives that we are looking at are:-

- Imagery - updating our website and other materials to include more images of our female operations staff
- Working with our preferred agencies to attract female candidates into Operations roles
- Creating “trainee” Operator positions (through our preferred agency) to give opportunities where the focus is more on “behaviours” as opposed to HGV licence (opening up opportunity for females to apply for refuelling roles)
- Succession plans to identify female candidates for future Management/Supervisory roles
- Using Education Agreements to support some of our less skilled workers (Banksmen/Operations Assistants) to obtain HGV licence, enabling them to progress into refuelling operations roles
- Considering more flexible working patterns, to attract more female candidates
- Recruitment processes: Sources of recruitment, wording of adverts, gender balanced shortlists for certain roles, influencing our agency selection process
- Family friendly policies

Our CEO and Shareholder Board of Directors are fully committed to reducing our gender pay gap.



David Atherton

CEO North Air



Philip Hill

Shareholder Board Director

BP International



Gerard Reumer

Shareholder Board Director

Skytanking