



Gender Pay Report 2019

Keep the world flying

A message from your CEO



Back in 2018 when we published our first gender pay report, I welcomed the government initiative as a positive step for businesses to act to reduce the gender pay gap.

Since we published our report, I am pleased to see that our numbers have improved. More importantly, I am proud of the great pieces of work happening that will have a positive impact on our ambition to bring more gender balance into our global workforce. This report shares details of our developments in policies and practices to accelerate our ambitions.

Whilst there have been improvements to the numbers reported, it will take time for the gap to significantly close. I am confident in our plans to close the gap in the longer term.

I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017

– Wayne

A message from your HR Director



When we published our gender pay report last year, I was keen to see what the impact would be on our business and people discussions.

I'm pleased to see that the response has been fantastic and great conversations are happening around the business on how we can provide people with opportunities through personal development and understanding our talent more.

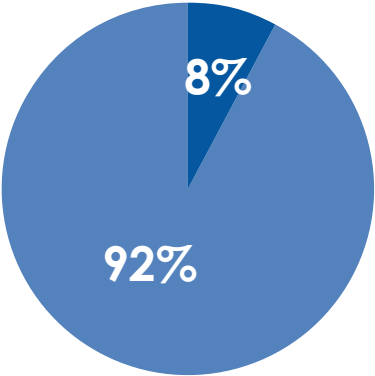
**This isn't just a UK initiative,
this is about developing our
global business into a high
performing business supported
by diversity and inclusion.**

I am also delighted with the progress we are making against our action plan that will influence our journey to have more gender balance. The report shares more detail on our HR system implementation, performance assessment and recruitment strategy.

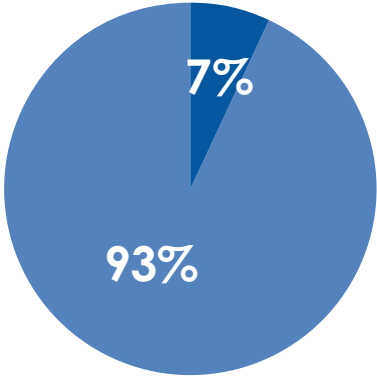
– Louise

Who received a bonus?

Males receiving bonuses



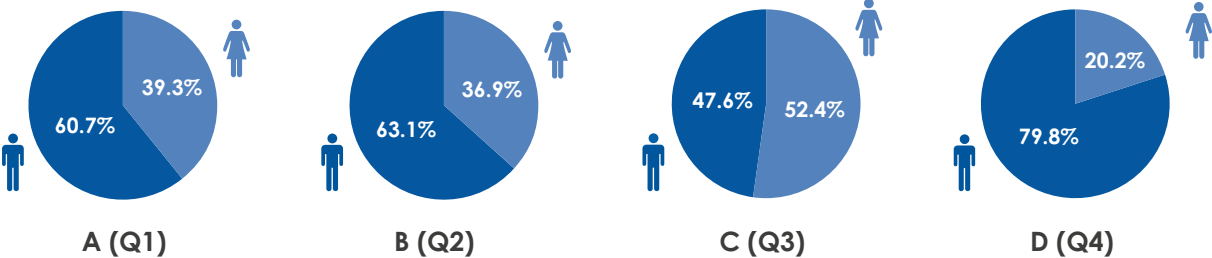
Females receiving bonuses



● Received bonus ● No bonus

Proportion of men & women employees in each quartile of the total pay distribution

Gender distribution by pay quartiles



Data taken April 2018, compared to that of previous year

	2018	2017	% Difference
Mean Hender Qay Hap	19.7%	24.3%	-4.6%
Median Hender Qay Hap	3.0%	7.0%	-4.0%
Mean Hender Conus Hap	28.7%	45.3%	-16.6%
Median Hender Conus Hap	-0.9%	-50.0%	49.1%
Males receiving Conuses	92.3%	40.9%	51.3%
Females receiving Conuses	93.3%	42.9%	50.5%

Case Study

Emma Doyley – IT Security Controller

Emma joined Pattonair in October 2017 as IT Security Controller, bringing a wealth of experience in various roles within the IT function and allowing her to step into an area of IT that she had been aiming towards.

Emma said, “The best thing about working at Pattonair is that it’s never quiet, its either busy or busier! Yes – this is challenging but it means that there’s always something we can do better or something new to learn.”

Emma’s developing some great experience in her role. One particular key focus area is a project that she’s still working on. “I’ve been leading Pattonair’s journey to improve cyber and information security. As the first person to solely focus on this, I’ve loved driving changes and seeing the improvements in the awareness and knowledge within the rest of the business.”

“Last year, I was delighted to learn that I’d been nominated for a Women in IT Excellence Award in the category of Rising Star.” Emma was nominated by the Chief Information Officer and was shortlisted for the award.

“Although I didn’t walk away from the ceremony with the trophy on the night, it is humbling to know that my managers have the pride and confidence in me to put me forward for such a prestigious award,” said Emma.

“The support and encouragement I’ve received from Pattonair means I know that I can continue to progress my knowledge, skills and career here.”



How Are We Doing?

In the report we published back in 2018, we identified focus areas that would help us on our journey to be a high performing organisation, influenced by improved gender balance.

In June, we launched our new HR system that will allow us to create greater meaning from our people data. This means we have one global platform that supports our strategic people initiatives. Having our people, performance and talent data in one place means that we have a clear picture that enables us to identify focus areas and take a proactive approach.

Our personal development review (PDR) process is changing too. We have designed PDR linked to our new company values and business objectives. This provides people with a clear line of sight to how they contribute to the overall business strategy and goals. The system enables us to ensure there is consistency in the way that we set and manage goals and objectives, meaning people are being treated fairly amongst their peers. In addition, there is much more transparency on how we are measuring success with clear standards of what good performance looks like. Using data from our Global system will help us better analyse the distribution of performance reward across our organisation.

In the last 12 months, we have established our talent identification process where our leaders are discussing the talent in the business and putting plans in place for their development and career progression.

We believe that the work we are doing is helping us become an outstanding organisation to work for.





Head Office

Unit 1, Pride Park View,
Victoria Way, Pride Park,
Derby, DE24 8AN

+44 (0)1332 886 200

www.pattonair.com