

ASV – Gender Pay Gap Report

Aberdeen Sports Village (ASV) has a strong ethos of inclusion and equality with the belief that our success depends on our people. We aim to employ people who reflect the diverse nature of our society and we value the contribution made by every member of staff. We ensure that we reward our staff fairly for the job they do, regardless of gender, by using a clearly defined pay structure that is competitive and rewarding.

Aberdeen Sports Village is required by law to publish an annual gender pay gap report. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and are based on the snapshot date of 5 April 2020. Please note that a positive percentage means favourable to males and a negative percentage favourable to females:

- The mean gender pay gap for ASV is -14.7%.
- The median gender pay gap for ASV is -5.8%.

Bonus Pay

- The mean gender bonus pay gap for ASV is 50.5%.
- The median bonus pay gap for ASV is 0%

The proportion of male employees in ASV receiving a bonus is 50.7% and the proportion of female employees receiving a bonus is 24.8%. ASV do not operate an employee-wide bonus scheme and the bonus payment is role-specific however, ASV are committed to reviewing the way we reward and recognise our staff moving forward.

Pay quartiles by gender:

Quartile	Female	Male
Upper Quartile	80.0%	20.0%
Upper Middle Quartile	58.2%	41.8%
Lower Middle Quartile	54.5%	45.5%
Lower Quartile	70.9%	29.1%
Total Proportions	65.9%	34.1%

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Our data reflects that we employ a higher proportion of females to males in the majority of our business and this is reflected in our gender pay gap which is favourable to females as well as reflected across all quartiles. Our current grade structure is based on a job evaluation process with each role connected to a grade. We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender bonus pay gap is the result of 3 male employees in stand-alone roles carrying our specific duties which attract bonuses.

We are committed to doing everything that we can to ensure equality of pay and bonuses. ASV will review our current salary and pay structure to ensure that we continue to pay and reward staff based on their skills and experience, regardless of gender or any other factor. We will also continue to enforce our policies on equal opportunities.

I, Duncan Sinclair, Chief Executive, confirm that the information in this statement is accurate.

Signed



Date 13 April 2021