

## **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, through the use of 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 2017:

- The mean gender pay gap for ASV is 9.2%.
- The median gender pay gap for ASV is 3.2%.

### **Bonus Pay**

Our mean and median gender bonus gap is 100%. The proportion of male employees in ASV receiving a bonus is 1.1% and the proportion of female employees receiving a bonus is 0%. This reflects only 1 person within ASV being paid a bonus. 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:**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Upper Quartile	63.1%	36.9%
Upper Middle Quartile	46.9%	53.1%
Lower Middle Quartile	71.0%	29.0%
Lower Quartile	74.2%	25.8%
<b>Total Proportions</b>	<b>63.8%</b>	<b>36.2%</b>

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our data reflects that the majority of our employees are female and this is also reflected in 3 out of 4 of the 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. Rather the gender pay gap is the result of a higher proportion of men in senior management within the organisation as well as male Fitness Consultants carrying out a high number of Personal Training and Classes during the pay period which attracts premium allowances.

We are committed to doing everything that we can to reduce the gender pay gap. 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, confirm that the information in this statement is accurate.

Signed



Date 19 March 2018