

ASV – Gender Pay Gap Report 2018/19

Everyone is welcome at ASV and our success depends on our people. We aim to employ people who reflect the diverse nature of our society and we value the contribution every colleague makes. We ensure that we reward our staff fairly for the job they do regardless of gender and we have a clearly defined pay structure that is competitive and rewarding and we believe our gender pay gap reflects this.

Aberdeen Sports Village is required by law to publish an annual gender pay gap report and this report is for the snapshot date of 5 April 2019:

- The mean gender pay gap for ASV is 3.9%.
- The median gender pay gap for ASV is 0.4%.

Bonus Pay

- The mean gender bonus gap for ASV is 70.8%.
- The median gender pay gap for ASV is 58.3%.

The proportion of male employees in ASV receiving a bonus is 4.6% and the proportion of female employees receiving a bonus is 0.6%. This reflects only 5 people within ASV being paid a bonus. ASV do not operate an employee-wide bonus scheme and the bonus payment is role-specific to the Senior Management Team.

Pay quartiles by gender:

Quartile	Female	Male
Upper Quartile	68.8%	31.2%
Upper Middle Quartile	58.5%	41.5%
Lower Middle Quartile	58.5%	41.5%
Lower Quartile	80.0%	20.0%
Total Proportions	66.4%	33.6%

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 we employ a higher proportion of females to males in the majority of our business and we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work as we have a set pay structure in place. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract, the demand for expertise and a relatively small local marketplace.

Our mean gender pay gap has increased slightly since 2018 from 1.7% to 3.9% whilst our median gender pay gap has dropped from 1.1% to 0.4%. We believe that the slight increase is due to more efficient and accurate reporting of our data and reflects the harmonised pay scale and banding exercise carried out in August 2018.

We are proud that our data reflects our fair and equal pay structure within the business that pays and rewards staff based on their skills and experience, holding ASV values regardless of gender or any other factor.

Signed



Duncan Sinclair
Chief Executive, Aberdeen Sports Village

Date 28 November 2019