

## Gender Pay Gap Report 2018

Sport Aberdeen is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31 March 2018.

The key elements of the gender pay gap report are:

- The mean gender pay gap for Sport Aberdeen is -14.50%
- The median gender pay gap for Sport Aberdeen is -12.74%
- The mean gender bonus gap for Sport Aberdeen is n/a
- The median gender bonus gap for Sport Aberdeen is n/a
- The proportion of male and female employees in each quartile of the pay distribution

Note: **Sport Aberdeen do not operate a bonus scheme for employees**

### Pay Quartiles by Gender

Quartile	Males	Females	Description
<b>Upper Quartile</b>	28.1%	71.9%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 4 <sup>th</sup> and therefore the highest pay quartile.
<b>Upper Middle Quartile</b>	36.8%	63.2%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them above the median pay in the 3 <sup>rd</sup> quartile.
<b>Lower Middle Quartile</b>	33.6%	66.4%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them below the median pay in the 2 <sup>nd</sup> quartile.
<b>Lower Quartile</b>	50.7%	49.3%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 1 <sup>st</sup> and lowest pay quartile.

The % shown above sets out the gender distribution at Sport Aberdeen across four equally sized quartiles, three containing 152 and one containing 153 based on a total of 609 employees. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 [Gender Pay Gap Information] Regulations 2017.

Sport Aberdeen is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or any other non-job related factor.

Sport Aberdeen is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries associated to those roles.

I, Alistair Robertson, Managing Director, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Alistair S Robertson', written in a cursive style.

**Alistair S Robertson**  
Managing Director  
April 2019