

Gender Pay Gap Report 2019

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 2019.

The key elements of the gender pay gap report are:

- The mean gender pay gap for Sport Aberdeen is -11.06%
- The median gender pay gap for Sport Aberdeen is -3.08%
- 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
Upper Quartile	31.4%	68.6%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 4 th and therefore the highest pay quartile.
Upper Middle Quartile	38.8%	61.2%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them above the median pay in the 3 rd quartile.
Lower Middle Quartile	31.6%	68.4%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them below the median pay in the 2 nd quartile.
Lower Quartile	47.6%	52.4%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 1 st and lowest pay quartile.

The % shown above sets out the gender distribution at Sport Aberdeen across four quartiles, three containing 210 and one containing 211 based on a total of 841 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'. The signature is fluid and cursive, with a large, prominent loop at the end of the last name.

Alistair S Robertson
Managing Director
May 2020