



**Silverstone's Gender Pay Gap Report**  
**12 months to April 2018**

Silverstone, as the home of British Motorsport, prides itself on its ability to attract and retain dedicated and hardworking individuals to its team.

In recent years, Silverstone has broadened its business focus to include corporate event management and delivery, both on and offsite. This shift from a motorsport business has helped to level the gender balance within the company.

The future of Silverstone involves the expansion of its leisure and family focused facilities, to attract new visitors to the circuit, all year round. Our employees are an essential part of this vision and building a more diverse workforce is one of the goals that all layers of management within the business are striving to achieve.

The gender pay gap is the difference between the average earnings of men and women, expressed as a percentage relative to men's earnings.

This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work, a concept that Silverstone is committed to.

**Gender Pay Gap**

	<b>Mean (average)</b>	<b>Median (middle)</b>
<i>Pay Gap</i>	1.8%	-12.6%

These results indicate that on average, the men working in the Silverstone team earn 1.8% more than the women. However, the median rate per hour figure is 12.6% higher for women than for men.

The significant change in the mean figure between April 2017 and April 2018 has been driven by the expansion of Silverstone's Executive team. However, there remains a larger proportion of females employed as members of Silverstone's senior and middle management, particularly in the areas of marketing, event delivery and support functions (HR and finance).

**Pay Quartiles – Proportion of Male and Female Employees**

Our pay quartiles show that for our lower quartile and upper mid quartile our employee population is evenly distributed between the two sexes. For the lower mid quartile, as with last year, the disparity between the sexes is a result of these particular roles having a more technical or track safety focus, roles that have been historically performed by men. The upper quartile has a larger disparity than last year due to the balance of men and women in the Executive team.

<b>Proportion of staff in each quartile</b>							
<b>Lower quartile</b>		<b>Lower mid quartile</b>		<b>Upper mid quartile</b>		<b>Upper quartile</b>	
<b>Male (%)</b>	<b>Female (%)</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>Male (%)</b>	<b>Female (%)</b>
50.0%	50.0%	70.3%	29.7%	48.6%	51.4%	60.8%	39.2%

## **Bonus Gap**

Bonus payments in the 12 months to April 2018 were aided by a stronger trading result in the 2017 financial year, as the wider employee bonus scheme is linked to business performance. Consequently, a larger proportion of the Silverstone team received a bonus. This is demonstrated by the fact that the median bonus value is the same for both men and women. The mean bonus pay gap is 7.6% higher for women reflecting the higher proportion of females employed in target driven roles (i.e. Sales).

	<b>Male</b>	<b>Female</b>
<i>% of Team receiving a bonus</i>	39.4%	49.2%
	<b>Mean (average)</b>	<b>Median (middle)</b>
<i>Bonus pay gap</i>	-7.6%	0.0%

Although the information contained in this report demonstrates that Silverstone is significantly outperforming the national UK gender pay gap of 17.9%, we are committed to improving our support for women in the workplace through our maternity support and training programmes.

The Silverstone management team is committed to ensuring that all employees receive the same fair treatment in the workplace and will continue to work with its entire team to attract a balanced workforce mix into the future.

I confirm that the information reported above is accurate.



**Hannah Irving**  
**Finance Director**

