



**Silverstone’s Gender Pay Gap Report**  
**12 months to April 2017**

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.

In 2017, gender pay gap reporting became mandatory for all UK businesses employing more than 250 people.

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**

	Mean (average)	Median (middle)
<i>Pay Gap</i>	-2.7%	-8.6%

These results indicate that on average, the women working in the Silverstone team earn 2.7% more than the men. The median figure is 8.6% more per hour for women than men.

These figures are driven by the fact that a larger proportion of Silverstone’s senior and middle management are female, 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, with the exception of the lower-mid quartile, our employee population is fairly well distributed between the two sexes. The reason for the disparity amongst this particular quartile is a result of these particular roles having a more technical or track safety focus, roles that have historically performed by men.

Proportion of staff in each quartile							
Lower quartile		Lower mid quartile		Upper mid quartile		Upper quartile	
Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
50.0%	50.0%	71.2%	28.8%	49.3%	50.7%	56.2%	43.8%

## Bonus Gap

Bonus payments in the 12 months to April 2017 were limited by a weaker trading result in the 2016 financial year, as the wider employee bonus scheme is linked to business performance.

<i>% of Team receiving a bonus</i>	Male 6.1%	Female 10.3%
<i>Bonus pay gap</i>	Mean (average) -10.5%	Median (middle) 64.8%

Although the information contained in this report demonstrates that Silverstone is significantly outperforming the national UK median of 18.4% in terms of gender pay gap, 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

