



**Brighton & Hove Albion Football Club Ltd**

**Gender Pay Gap Report**

March 2019

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# Gender Pay Gap Report

This report contains Brighton & Hove Albion Football Club Ltd’s statutory disclosure of the gender pay gap, the reasons for it and the steps we are taking to close it.

## Introduction - What is the gender pay gap?

The gender pay gap is the average difference between the hourly pay of men and women working for an organisation.

It is not the same as equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. We are comfortable that we pay men and women the same rates for performing the same roles.

The law requires any company with more than 250 employees to publish its gender pay gap in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“the Regulations”). This statement has been produced with reference to the Regulations and the associated guidance issued by ACAS and the Government Equalities Office, entitled Managing Gender Pay Gap Reporting.

The Regulations require all organisations to make calculations based on employee gender on an annual basis. We use our HR and payroll records to complete the calculations. We are required to carry out six calculations that show the difference between the average earnings of men and women at the Club. This does not involve publishing individual employees’ data.

All the statutory calculations include our playing staff and all other staff across the club including casual staff, sessional staff and those engaged on worker agreements.

The reference date is 5<sup>th</sup> April 2018 – this is known as the “snapshot date”.

## Our Numbers

### Gender Pay and Bonus Gaps

BHAFC’s gender pay gap – based on hourly rates of pay as at 5th April 2018 – sees women earn 76.4 % (mean) less than and 1.2 % (median) less than men.

When you exclude players, this gap reduces to 21% (mean) and -2.2% (median).

	Statutory Numbers (including players and first team coaching staff)		Numbers excluding players	
	Mean (Average)	Median (Mid-point)	Mean (Average)	Median (Mid-point)
<b>Pay Gap</b>	76.4%	1.2%	21%	-2.2%
<b>Bonus Gap</b>	91.8%	-5.2%	69.4%	-16.4%

When you **exclude** first team coaching staff along with player data:

- the mean pay gap reduces to 9.4%
- the median pay gap is -2.2%
- the mean bonus pay gap is 62.9%
- the median bonus pay gap is -20.9%

The pay gap figures when you remove player data and first team coaching staff compare favourably with a national mean pay gap of 17% and a median figure of 18%.

### Why is there a gender pay gap?

The underlying reason for our mean gender pay gap is that we include player data in our statutory report and there is a large disparity between player wages and those of our other employees. This disparity has become more apparent now we are in the Premier League due to the increase in player wages from the Championship to the Premier League. We have also increased our investment in U23 players which has increased the number of males in the upper quartiles and influenced the pay gap. Further investment in the U23 group over the 2018/19 season will also influence the April 2019 figures. Our mean gender pay gap once player data is removed is 21%. This figure includes first team coaching staff as these roles could be held by females. When you remove first team coaching staff data the pay gap reduces to 9.4% which is significantly lower than the national average. The principle reason for the mean gender pay gap without player and first team coaching staff data is that we have more males than females occupying the most senior positions, which are in the higher pay grades. This is a common issue in workplaces generally and is known as the “demographic” gap.

The football industry has been traditionally male dominated, with many professions where females are underrepresented. This is changing, and during the past 12 months, BHAFC have increased female participation in some of the areas of underrepresentation such as player liaison, medical, academy psychology, our commercial team and the club’s projects team.

### Proportion of Employees Receiving a Bonus

	Statutory Numbers (including players and first team coaching staff)	Numbers excluding players (includes first team coaching staff)	Numbers excluding players and first team coaching staff
Males	72.4%	71.2%	71%
Females	69.8%	69.8%	69.8%

The proportion of male employees receiving a bonus is marginally greater when you include player and first team coaching staff data due to the structure of player contracts and factors such as appearance bonuses. By the very nature of our industry, the bonus amounts are also significantly higher than those for non-playing staff. When player data is excluded the differentials narrow.

The overall number of employees receiving a bonus has grown significantly since the 2017 report due to club implementing a Premier League promotion bonus that was available to all staff subject to certain criteria. As the numbers above show, a significant number of staff, both male and female, benefitted from the scheme.

## Pay Quartiles

Pay quartiles show the split of men and women in each quarter of our workforce when ordered by remuneration received.

Quartile	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players (includes first team coaching staff)			
	Males		Females		Males		Females	
Upper	175	85.4%	30	14.6%	145	78.8%	39	21.2%
Upper Middle	158	77.5%	46	22.5%	142	76.8%	43	23.2%
Lower Middle	166	81%	39	19%	148	80.4%	36	19.6%
Lower	156	76.5%	48	23.5%	140	75.7%	45	24.3%

When you consider that 80% of our workforce is male and 20% is female, the quartile analysis shows that there is proportional representation of males and females spread across each of the 4 quartiles.

### Closing the gap – our plans for the future

We are committed to helping women achieve their potential throughout their career. We aim to attract and retain a workforce that reflects the customers and communities we serve.

We have an equality working group and a group of equality champions from across the Club working towards attainment of the Premier League's Equality Standard. In 2018, we were proud to be awarded the preliminary level of the Equality Standard. We have now commenced work towards the Intermediate Level. Part of this work includes identifying ways to remove any barriers which prevent people across all protected characteristics from accessing employment or development opportunities within the Club.

We continue to develop and work through our equality action plan which, as part of our wider equality agenda, includes ways in which we are working to increase female participation across all the club's activities including as fans, future employees and participants within our community programmes.

We also have a remuneration committee which oversees the club's reward and pay strategy. Part of this work is to ensure pay initiatives that are free from bias and gender neutral.

We will continue to monitor our progress to ensure we achieve our aim to close our gender pay gap.

### Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Robert Comer

Non-Executive Director Brighton & Hove Albion FC

