

Wolves

Gender pay and bonus reporting statistics 2020

INTRODUCTION

from the Chairman



At Wolves we very much welcome the transparency of the annual gender pay and bonus report and, whilst we recognise that the football world has historically been a male dominated environment, we believe in our policy to recruit the most suitable person for the job, regardless of their gender or any other protected characteristic.

As a leading Premier League football club, and an influential and important pillar in our community, we have a responsibility to lead the way in matters of equality and diversity, and also ensure our workforce represents the diverse mix of backgrounds and identities in the society we represent.

We are delighted that our hard work in this area has been formally recognised by the award of the Premier League's Preliminary Standard last summer, and my team and I are completely committed to making constant progress in all areas of equality, including gender pay.

Jeff Shi
Executive Chairman



821 staff
638 M | 183 F
(Total gender split of Wolves staff **with** players & management)



742 staff
559 M | 183 F
(Total gender split of Wolves staff **without** players & management)

Founded in 1877, Wolves is a professional football club, operating in the English Premier League and a founding member of the English Football League.

This report illustrates Wolves' statutory gender pay gap disclosure, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for any organisation with 250 or more employees. The data relates to those paid by the club in the snapshot period of April 2019.

The report shows the difference between the average hourly pay and bonus pay for all men and all women employed by Wolves, regardless of their role and seniority. This is not to be confused with 'equal pay', which is a comparison of how much an organisation pays men and women in the same or similar roles.

In line with our statutory requirement, we publish this data on an annual basis, which allows us to track our progress and help set actions that we take to reduce the gender pay gap in our organisation.

Our sector, Premier League football, is a male team sport and one renowned for some of the highest sporting salaries in the United Kingdom, therefore we are aware that the figures reported are distorted due to the unique environment in which we operate.

To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures - one which includes our players and football management team, and one without.



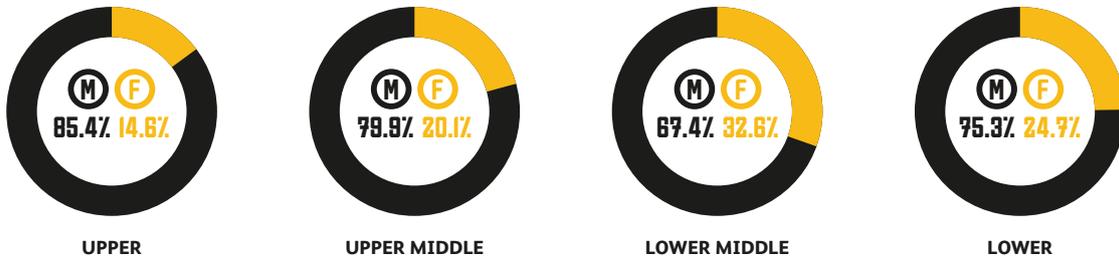
Definitions at a glance:

Mean: The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women. **Median:** The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

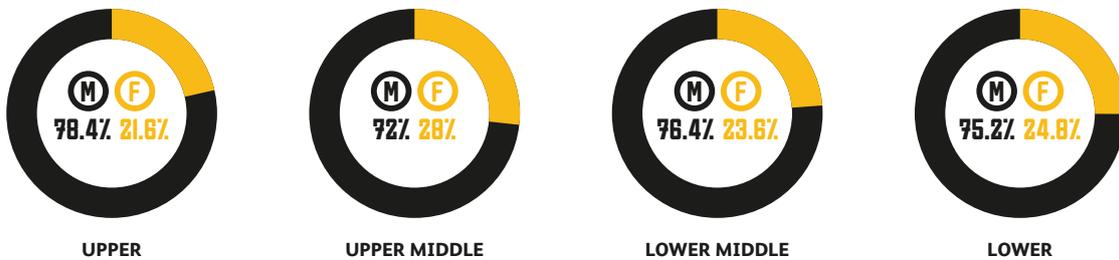
What are pay quartiles?

Quartiles refer to the division of data into four equal-sized groups. When calculating gender pay gap data, the quartiles are calculated by listing all employees' earnings in order (from highest to lowest), and splitting them into four even groups. This then allows you to calculate the proportion of men and women in each quartile.

Pay quartiles including players & management



Pay quartiles without players & management



Difference in average hourly and bonus pay

The table below sets out the difference in average hourly pay between men and women across the club, as well as other required data.

Total staff

Mean hourly pay gap	80.37%
Median hourly pay gap	10.68%
Mean bonus pay gap	97.90%
Median bonus pay gap	56.19%

Total staff without players and management

Mean hourly pay gap	10.07%
Median hourly pay gap	-0.17%
Mean bonus pay gap	82.46%
Median bonus pay gap	37.55%

Bonus pay
Fig 1.

Percentage of total staff (821) who received bonus pay



Bonus pay
Fig 2.

Percentage of total staff without players and management (742) who received bonus pay

