

Wolverhampton Wanderers FC

Gender pay and bonus reporting statistics for staff employed at 5th April 2017

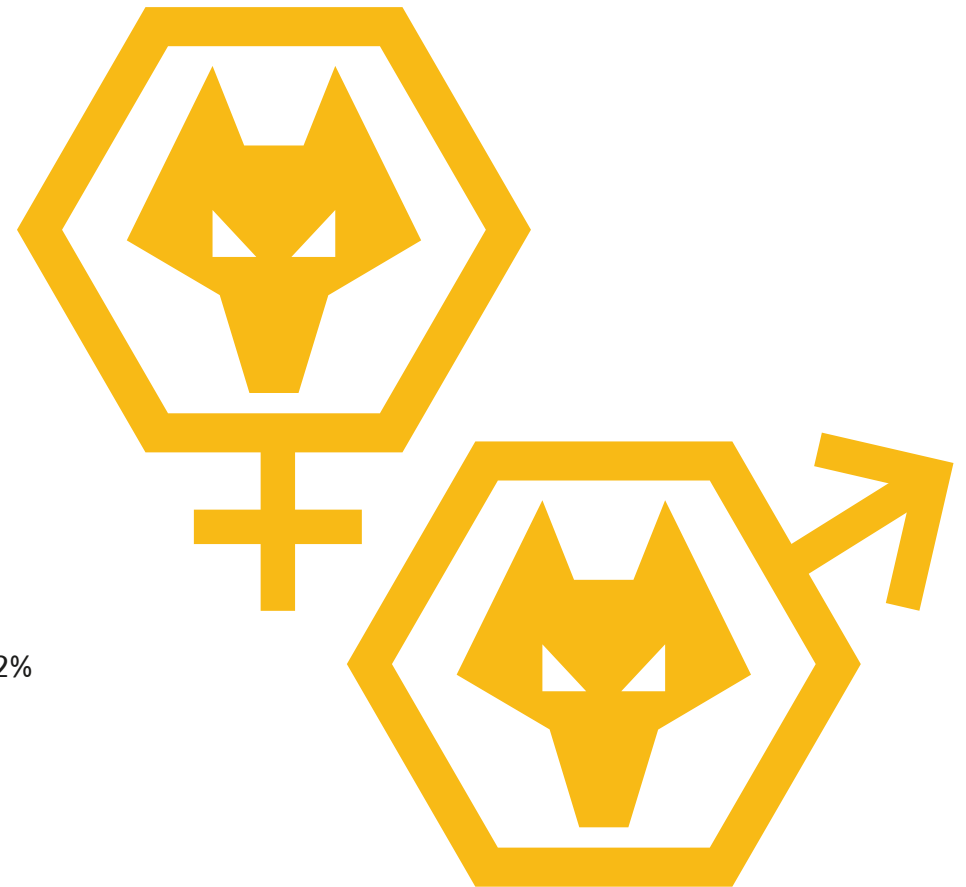


Established in 1877, Wolverhampton Wanderers is a professional football club based in the West Midlands and currently competing in the Sky Bet Championship.

Men have traditionally dominated the UK football sector and this is reflected in Wolves' gender split, with the 712 members of staff made up of 78% men and 22% women.

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



Gender Pay Gap Report

Snapshot date 05/04/2017



The gender pay gap explained

This gender pay gap report illustrates the difference between the average hourly pay and bonus 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.

Including players and football management staff

Hourly pay gap	Mean hourly pay gap	60.3%	
	Median hourly pay gap	11.5%	
Bonus pay gap	Mean bonus pay gap	94.9%	
	Median bonus pay gap	85%	
Hourly pay quartiles		Male	Female
	Upper (highest paid)	85.4%	14.6%
	Upper middle	81.5%	18.5%
	Lower middle	90.5%	9.5%
	Lower (lowest paid)	53.9%	46.1%
Proportion of staff who received bonus pay		Male	Female
		15.9%	8.9%
Number of staff		Male	Female
		554	158
Total		Male & female 712	

Understanding the gap

Wolves' mean hourly pay gap is 60.3%. This can be largely attributed to the fact that the business is built around a squad of all-male athletes who are paid at a higher rate than non-athletes, and that traditionally the football sector attracts a greater proportion of male workers than female. There are also more women in the lower paid quartile which has an effect.

We acknowledge that some of the figures in Wolves' gender pay gap report are distorted by the vastly higher salaries of professional footballers and football management staff, however the median figures are less so. Wolves' median hourly pay gap of 11.5% is lower than the national average of 18.1%.

In terms of gender bonus gaps, the mean bonus pay gap is 94.9% and the median bonus pay gap is 85%. This is attributed to there being fewer women in senior roles and bonus payments being awarded to professional football players and members of the football management staff, who are all male and who receive payments based on the football team's success. Ultimately, when the club has strong results in professional competition, our bonus gap will be larger due to players and senior male coaches being rewarded for that success.



Gender Pay Gap Report

Snapshot date 05/04/2017



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.

Pay quartiles: Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal-sized groups.

Excluding players and football management staff

Hourly pay gap	Mean hourly pay gap	7%
	Median hourly pay gap	6.6%
Bonus pay gap	Mean bonus pay gap	32.6%
	Median bonus pay gap	25%

		Male	Female
Hourly pay quartiles	Upper (highest paid)	78.4%	21.6%
	Upper middle	79%	21%
	Lower middle	80.7%	19.3%
	Lower (lowest paid)	64.2%	35.8%

Proportion of staff who received bonus pay	Male 8%	Female 8.9%
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Number of staff	Male 489	Female 158
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Total	Male & female 647	
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A more representative report

To illustrate a more representative account of the gender pay gap at Wolves, here we have produced a second table of gender pay gap information, removing players and football management staff from the data.

Without players or football management staff included in the data, this table now represents a workforce of 647, 76% of which are men and 24% women. We acknowledge that there is still a way to go until there is an even split of men and women working at the club.

The updated table of data shows that the mean hourly pay gap at Wolves is 7%, which is significantly below the national average of 18.4%. This can be rationalised by acknowledging that the most senior roles at the football club are predominantly occupied by men, including coaching and medical staff, managing director, club secretary and sporting director.

The updated table shows a mean gender bonus gap of 32.6% and median bonus gap of 25%, which can be attributed to there being more male staff at the most senior pay level. However, the percentage of women receiving a bonus at Wolves is slightly higher than men at 0.9%.



Gender Pay Gap Report

2017



Our commitment

While men's football, by definition, will always revolve around male athletes, there is no reason why the club should be a male dominated environment. At Wolves, we seek to make progress in reducing our gender pay gap further and we will keep working to ensure we treat people equally, regardless of gender or background.

One significant step we have made to ensure we continue to progress in this department is the creation of a new Head of Human Resources role, which has been filled by a standout candidate with vast experience outside of football and at football's highest level. The new appointment has been tasked to spearhead the club's year on year gender pay gap progress by implementing a number of tangible changes.

The number of men applying for jobs at the club is significantly higher than the number of women, so there is an opportunity for us to review our recruitment practices and diversity and inclusion initiatives. To attract more female applicants to the club at all levels of role we will ensure job adverts have gender-neutral language, different marketing sources and diverse candidate shortlists.

To encourage female staff to fulfil their potential we will ensure equality of opportunity is promoted internally and to mitigate unconscious bias we will carry out regular and effective training.

Finally, as is mandatory by law, we will publish this gender pay gap data on an annual basis, which will allow us to track our progress and help set the actions that we will take to reduce the gender pay gap at the club.



A message from the Managing Director

"We are fully committed to reducing our gender pay gaps further and increasing the number of female employees at Wolves. We have a talented workforce that includes women in some of the most influential positions, and we will continue to use them as role models to inspire other women to choose football as a lasting career choice."

Laurie Dalrymple
Managing Director

