

Wolves

Gender pay and bonus reporting statistics 2023



Wolves

Gender pay and bonus reporting statistics 2023

INTRODUCTION

from our Human Resources Director



I am delighted to write this in the year we celebrate achieving the intermediate level of the Premier League's Equality, Diversity & Inclusion standard. The assessing panel recognised that there is clear engagement on EDI and mental health and wellbeing from the senior leadership team at Wolves.

This year saw the appointment of the club's first EDI Manager, Gurpri Bains, and the launch of a new campaign to call out discrimination, *Not In Our Pack*.

I am pleased to report that this year's data, excluding players and management, shows we have increased female representation across the club by 1.9%. The gap in the average hourly rate has reduced in the upper quartile, with male to female difference at £1.86, down from £5.19 in our last reporting cycle.

We remain committed to increasing the diversity of our workforce and players through a range of targeted actions and look forward to the third annual One Pack Week in April.

A handwritten signature in black ink, appearing to read 'Zoe Brough'.

Zoe Brough
Human Resources Director

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 2022.

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.

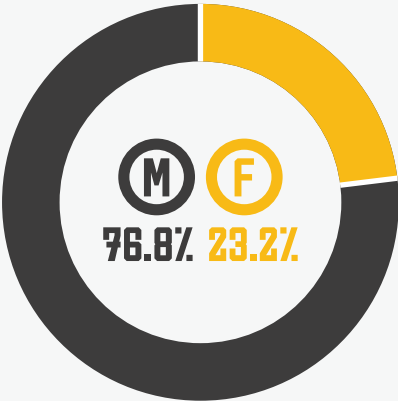
In line with our statutory requirement, we publish this data on an annual basis, which allows us to track our progress and help set actions that we take to reduce the gender pay gap in our organisation.

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.

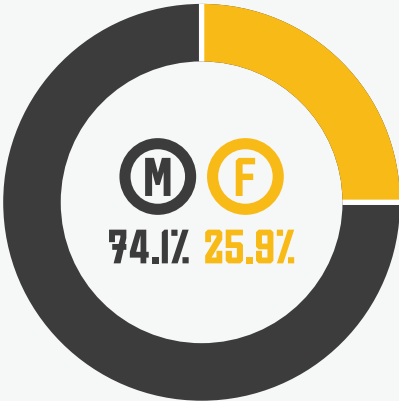
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures - one which includes our players and football management team, and one without.



Total gender splits of **Wolves** staff



With players and management
814 staff
625 M | 189 F

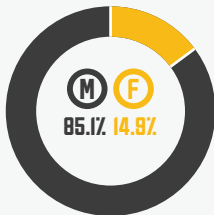


Without players and management
729 staff
540 M | 189 F

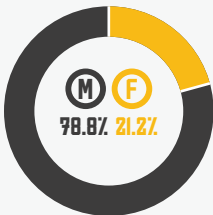


Pay quartiles of **Wolves** staff

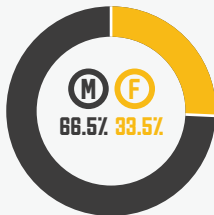
Including players & management



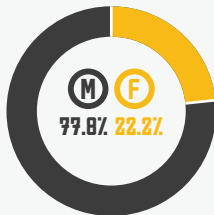
UPPER



UPPER MIDDLE

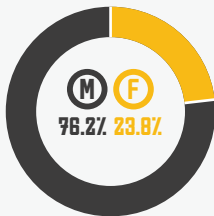


LOWER MIDDLE

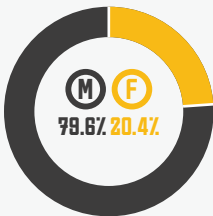


LOWER

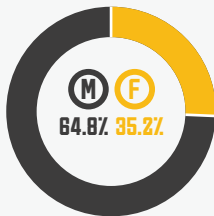
Without players & management



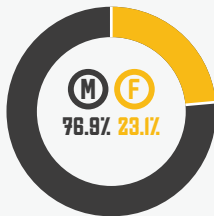
UPPER



UPPER MIDDLE



LOWER MIDDLE



LOWER



Average pay of **Wolves** staff

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	82.5%
Median hourly pay gap	17.8%
Mean bonus pay gap	97.9%
Median bonus pay gap	95.0%

Total staff without players and management

Mean hourly pay gap	7.2%
Median hourly pay gap	8.6%
Mean bonus pay gap	73.7%
Median bonus pay gap	80.1%

Bonus pay | Fig 1
Percentage of total staff (814) who received bonus pay



Bonus pay | Fig 2.
Percentage of total staff without players and management (729) who received bonus pay



