



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

The following 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 2018.

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 and beyond, 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.

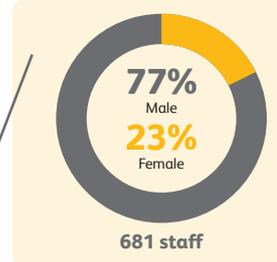
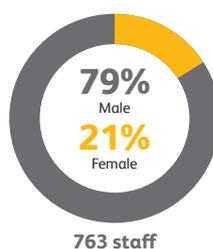
Median:

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.

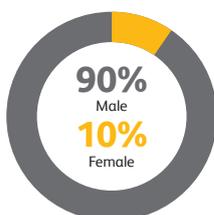
WHAT ARE PAY QUANTILES?

Quantiles refer to the division of data into four equal-sized groups. When calculating gender pay gap data, the quantiles 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.

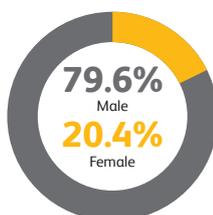
TOTAL GENDER SPLIT OF WOLVES STAFF WITH / WITHOUT PLAYERS & MANAGEMENT



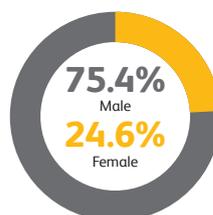
PAY QUANTILES INCLUDING PLAYERS & MANAGEMENT



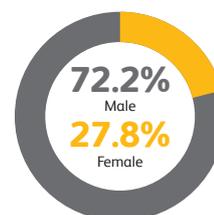
UPPER



UPPER MIDDLE

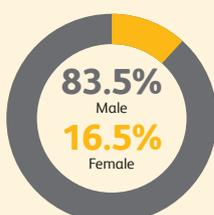


LOWER MIDDLE

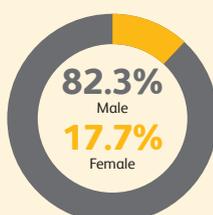


LOWER

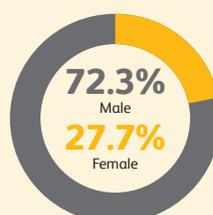
PAY QUANTILES WITHOUT PLAYERS & MANAGEMENT



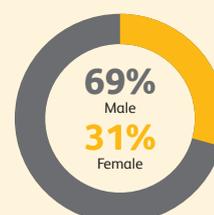
UPPER



UPPER MIDDLE



LOWER MIDDLE



LOWER



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

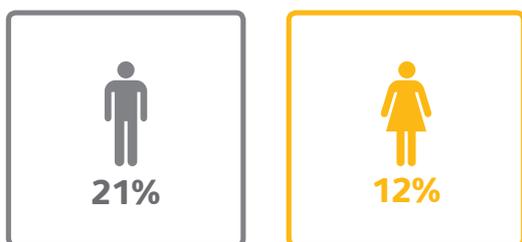
TOTAL STAFF

Mean hourly pay gap	63.3%
Median hourly pay gap	15.9%
Mean bonus pay gap	96.7%
Median bonus pay gap	65%

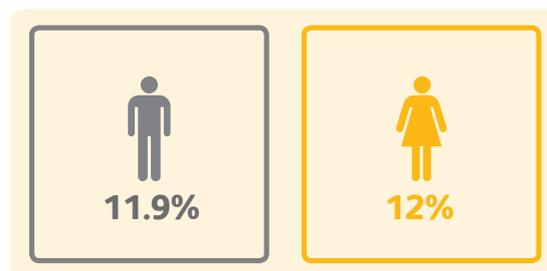
TOTAL STAFF WITHOUT PLAYERS AND MANAGEMENT

Mean hourly pay gap	9.5%
Median hourly pay gap	6.6%
Mean bonus pay gap	33.4%
Median bonus pay gap	-0.8%

PERCENTAGE OF TOTAL STAFF (763) WHO RECEIVED BONUS PAY



PERCENTAGE OF TOTAL STAFF WITHOUT PLAYERS AND MANAGEMENT (681) WHO RECEIVED BONUS PAY



OUR CONTINUED COMMITMENT TO NARROWING THE GAP

As a club we are achieving success on many equality and diversity fronts through a number of different initiatives we have in place:

- In the last 12 months we have set up a diversity working group backed by the board and we engage with our staff on equality and diversity regularly.
- We have broadened the scope of our recruitment and share our vacancies with diverse groups externally.
- Internally we have made sure that all opportunities have been publicised and have seen internal female promotions to more senior roles.
- We have carried out unconscious bias and equality training with our workforce and have committed to making this a regular event.
- We have created a leadership course to encourage more female staff to unlock their potential to be leaders of the future.



We are keen that our workforce at Wolves represents the diverse mix of backgrounds and identities in our society. Similarly, we want our workforce to have the opportunity to thrive, and for everyone to feel respected, valued and able to give their best - this is central to our core values.

Our long-term commitment to diversity, and in this instance, gender pay, is about maintaining a good gender profile, creating a supportive culture and achieving the aims of the Equality Action Plan that we are developing. At Wolves, we recognise that there is still more that we can do to improve gender and diversity moving forwards, and we are totally committed to making constant progress in this area."

Jeff Shi
Executive Chairman