



Brighton & Hove Albion Football Club Ltd  
Gender Pay Gap Report  
August 2021

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# Gender Pay Gap

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 men's playing staff and all other staff across the club including casual staff, sessional staff and those engaged on worker agreements.

Our women's playing squad are not included in this data as they are employed by Brighton & Hove Albion Women's Football Club.

The reference date is 5th April 2020 – this is known as the "snapshot date".

Please note that there was no statutory requirement to report in April 2020 due to the Covid-19 pandemic. Therefore, the comparison data in this report references April 2018 data (which informed our March 2019 report). The deadline for reporting in 2021 was extended to 5<sup>th</sup> October 2021.

## Our Numbers

### Gender Pay and Bonus Gaps

BHAFC's gender pay gap – based on hourly rates of pay as at 5<sup>th</sup> April 2020 sees women earn 85.7% (mean) less than men, and 20.5% (median) less than men.

When you exclude player and first team coaching staff data, this gap reduces to 20.5% (mean) and 16% (median).

	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Mean (Average) 2020	2018	Median (Mid-point) 2020	2018	Mean (Average) 2020	2018	Median (Mid-point) 2020	2018
<b>Pay Gap</b>	85.7%	76.4%	20.5%	1.2%	20.5%	21%	16%	-2.2%
<b>Bonus Gap</b>	93.7%	91.8%	27.2%	-5.2%	57%	69.4%	11%	-16.4%

### Why is there a gender pay gap?

The underlying reason for our mean gender pay gap is that we include men's player data in our statutory report and there remains a large disparity between male player wages and those of our employees. Our mean gender pay gap once players and first team coaching staff data is removed has decreased from 21% in 2018, to 20.5% in 2020. This decrease demonstrates the work the club has been carrying out on reducing the gender pay gap, where it can. When players and first team management are included, the gap increases from 76.4% in 2018 to 85.7% in 2020. The Club's promotion from the Championship in 2017 and subsequent Premier League status retention has played a significant part in the gender pay gap change.

The coronavirus pandemic has also had an impact on the outcome of the report. The report accounts for a lower percentage of full-pay relevant employees due to a sharp decrease in full-pay relevant employees working hours during the qualification period, caused by the cessation of football activity at all levels on 12<sup>th</sup> March 2020. The Club's headcount has increased by 16% since the last snapshot date in 2018, with female employees accounting for 2/5 (37%) of that increase. The 2019 Gender Pay Gap Report (which shows 2018 data) referenced 818 full-pay relevant employees, 82% of the total headcount at the time (994), whereas the 2020 report accounts for only 486 full-pay relevant employees, 42% of the total headcount at the same point in time in 2020 (1158).

The increase in the median bonus gap between 2018 and 2020 is largely due to the fact that the 2018 data took into account the large number of matchday staff who received a bonus at the end of the 16/17 season which pulled the mid-point down.

### Proportion of employees receiving a bonus

	Statutory Numbers (including players and first team coaching staff) 2020	2018	Numbers excluding players and first team coaching staff 2020	2018
<b>Males</b>	78.3%	72.4%	75.1%	71%
<b>Females</b>	67%	69.8%	67%	69.8%

As with our previous report, the proportion of male employees receiving a bonus is greater when you include player and first team coaching staff data due to the structure of player contracts and factors such as appearance bonuses. The bonus amounts paid to players and first team staff are also

significantly higher than those paid to non-playing staff. When player data is excluded the differential once again, narrows. The principal reason other than the lower representation of full-pay relevant employees due to the coronavirus pandemic remains that the department which attracts bonuses contains more males than females, although since our last report, we have increased the number of female employees in that department.

## Pay Quartiles

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

### 2020 Data

Quartile	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Males		Females		Males		Females	
Upper	111	91.7%	10	8.3%	86	83.5%	17	16.5%
Upper Middle	88	72.1%	34	27.9%	77	74%	27	26%
Lower Middle	91	75.2%	30	24.8%	76	73.8%	27	26.2%
Lower	83	68%	39	32%	62	59.6%	42	40.4%

### 2018 Comparison Data

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%

The number of full-pay relevant employees at the snapshot date in 2020 has been significantly impacted by the coronavirus epidemic. The numbers are representative of 59.4% of those which were included in the 2018 snapshot data. Due to the fact that a large number of casual staff were not 'full pay relevant employees' for the purpose of this report, this has caused skewing of the quartile data.

## Closing the gap – what we have done and our plans for the future

We continue to be committed to helping women achieve their full potential throughout their career.

We have developed an equality action plan and have attained the intermediate level of the Premier League's Equality Standard which has enabled us to put in place measurable steps to further demonstrate the club's commitment to equality and diversity.

The club has launched our 'Aim High' strategic agenda to identify and remove barriers to inclusion and progression for female employees and this work has been underpinned by a 'first of its kind' corporate membership of Women in Football announced in January 2021.

We are committed to improving our gender balance which in turn, will allow us to close the pay gap further. In the 2 years since our last report submission, we have increased the number of applications we receive from female candidates for jobs advertised at the club. This increase has enabled the club to improve diversity in our interview and selection processes, the result of which has seen a 10% increase in our gender balance, taking our female population from 20% of headcount to 30%. We are working hard to increase the gender diversity of our senior leadership teams and creating pathways to enable women to become 'board ready'. As part of our wider female inclusion agenda we are actively working to increase the number of women and girls playing football via our AITC community programmes and to increase the number of female coaches in our men's and women's coaching set-up as well as taking action to increase the number of female fans supporting both our men's and women's first teams.

As a club with equality and diversity at the heart of its values, we are committed to continuing our journey toward fair and equal opportunities for all, irrespective of age, sex, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex or sexual orientation.

#### 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:

A handwritten signature in black ink, consisting of several overlapping, slanted lines that form a stylized, abstract shape.

Brighton & Hove Albion FC