



Brighton & Hove Albion Football Club Ltd
Gender Pay Gap Report
March 2022

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 2021 – this is known as the "snapshot date".

The comparison data in this report references April 2020 (which informed our March 2021 report).

Our Numbers

Gender Pay and Bonus Gaps

BHAFC's gender pay gap – based on hourly rates of pay as at 5th April 2021 sees women earn 85.6% (mean) less than men, and 12.6% (median) less than men.

When you exclude player and first team coaching staff data, this gap reduces to 23.7% (mean) and 2.8% (median).

	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Mean (Average) 2021	2020	Median (Mid-point) 2021	2020	Mean (Average) 2021	2020	Median (Mid-point) 2021	2020
Pay Gap	85.6%	85.7%	12.6%	16%	23.7%	20.5%	2.8%	16%
Bonus Gap	95.7%	97.4%	79.7%	27.2%	90.1%	57%	64.4%	11%

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 other employees. Our mean gender pay gap once players and first team coaching staff data is removed but has increased slightly from 20.5% in 2020 to 23.7% in 2021.

The increase is in the most parts due to a lower percentage of full-pay relevant employees working on the “snapshot” date. Specifically, those in the lowest three quartiles where a higher proportion of full-pay relevant females are employed. Overall, 28% of our full-pay relevant employees were female on the snapshot date and this distribution shows that whilst females are well represented in the lower, the lower middle and upper middle quartiles, they have significantly lower representation in the upper quartile.

Following the pandemic outbreak in March 2020, there was a period where no football fixtures were being played. Protocols were then put in place by the Government and the Football Association which allowed the Club to resume playing matches – known as ‘Project Restart’, during the various phases of COVID-19 restrictions, but without the attendance of fans. This “behind closed doors” football resulted in a significant decrease in the requirement for match day staff and casual workers when compared to pre-pandemic levels.

The increase in the median bonus gap between 2020 and 2021 is due to the COVID-19 pandemic significantly reducing the ability for the Club to award bonus payments to staff whilst it focussed its efforts on job retention. The Club neither furloughed staff, nor made significant reductions in headcount as a result of the pandemic.

Proportion of employees receiving a bonus

	Statutory Numbers (including players and first team coaching staff)		Numbers excluding players and first team coaching staff	
	2021	2020	2021	2020
Males	18.3%	78.3%	8.3%	75.1%
Females	9.4%	67%	9.4%	67%

As with our previous reports, 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 with a slightly higher percentage of women getting a bonus than men. 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 continue to focus on increasing 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.

2021 Data

Quartile	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Males		Females		Males		Females	
Upper	118	91%	12	9%	85	77%	25	23%
Upper Middle	91	69%	40	31%	79	72%	31	28%
Lower Middle	95	73%	35	27%	77	70%	33	30%
Lower	104	79%	27	21%	85	77%	25	23%

2020 Comparison 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%

It is encouraging to see that the proportion of females in the upper, upper middle and lower middle quartiles have all increased since our last report. In contrast the concentration of women in the lowest quartile has decreased. This shows strong signs that we are moving in the right direction and building pathways for women into senior positions.

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 continued to develop our equality delivery 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. Following successful attainment of the intermediate level, the Club has begun to work towards the advanced level of the Premier League's Equality, Diversity & Inclusion Standard (formerly known as the Premier League Equality Standard).

The club launched our 'Aim High' strategic agenda in 2020 to identify and remove barriers to inclusion and progression for female employees and this work was underpinned by a 'first of its kind' corporate membership of Women in Football announced in January 2021. The corporate membership with Women in Football continues to provide the Club with support and expertise to further develop a level playing field with respect to women in football, and we look forward to continuing to move this partnership forward over the next 12 months.

We are committed to improving our gender balance which in turn, will allow us to close the pay gap further. In the year since our last report submission, we have further increased the number of applications we receive from female candidates for jobs advertised at the club. Diversifying our advertising channel usage along with neutralisation of our advertising content using tools to remove unconscious gender biased language, has enabled the Club to reach female candidates the Club has not been able to reach before. This increase has enabled the club to improve diversity in our interview and selection processes.

We are working hard to increase the gender diversity of our senior leadership teams and creating pathways to enable women to become 'management and board ready'. We have also increased the number of women working in technical roles in our boys' academy, traditionally an area of under-representation. 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, fluid strokes that form a stylized, somewhat abstract shape.

Brighton & Hove Albion FC

