



Brighton & Hove Albion Football Club Ltd  
Gender Pay Gap Report  
March 2023

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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 2022 – this is known as the "snapshot date".

The comparison data in this report references April 2021 (which informed our April 2022 report).

## Our Numbers

### Gender Pay Gap

BHAFC's gender pay gap – based on hourly rates of pay as at 5<sup>th</sup> April 2022 sees women earn 76.2% (mean) less than men, and 1% (median) less than men.

When you exclude player and first team coaching staff data, this gap reduces to 11.3% (mean) and when looking at the median difference, the result is that there is no gap at all (0% median).

	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Mean (Average) 2022	2021	Median (Mid-point) 2022	2021	Mean (Average) 2022	2021	Median (Mid-point) 2022	2021
<b>Pay Gap</b>	76.2%	85.6%	1%	12.6%	11.3%	23.6%	0%	2.8%
<b>Bonus Gap</b>	94.3%	95.7%	3.4%	84.9%	68.3%	69.4%	-241.8%	73.7%

## 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 steadily decreased over the past 5 years from 21% in 2018, to 20.5% in 2020, 23.6% in 2021 and now sitting at an all-time low at 11.3%.

The slight increase which occurred in 2021 was due to the COVID-19 pandemic, which meant many of our match day staff being unable to work. This skewed our data.

## Bonus Gap

### Proportion of employees receiving a bonus

There were a number of employees who received a bonus during the reference period who were no longer employed on the snapshot date. In addition, a proportion of employees who were recently employed as at the snapshot date and would therefore have been included as a relevant employee would not yet have had the opportunity to earn a bonus.

	Statutory Numbers (including players and first team coaching staff) 2022	2021	Numbers excluding players and first team coaching staff 2022	2021
<b>Males</b>	48.5%	78.3%	44.6%	75.1%
<b>Females</b>	30.2%	67%	30.2%	67%

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.

The proportion of employees receiving a bonus has decreased as a result of an increase in staff numbers as the club returned to pre-COVID19 operations. A large proportion of employees have the opportunity to receive a bonus at a fixed time in the year. Low staff levels coming out of COVID-19 meant lower numbers of employees were eligible to receive a bonus.

Lower staff numbers also impacted the proportion of male and female employees eligible to receive a bonus during the relevant period for bonus payments.

Whilst in 2021 there was an 11.3% difference in the number of male v female recipients of bonus, the number has risen to 18.3% in 2022 due to an increase in the number of relevant employees as at the snapshot date.

The club continues to work to increase the gender balance which is currently 70% male and 30% female employees.

When player and first team coaching staff data is excluded, the gap once again narrows. The principal reason for the difference is that there are fewer female employees than male employees. There is a 3.4% median bonus pay gap with players and first team coaching staff included, and when removed to give a more accurate reflection of the club's bonus payments for employees, the median shows a -241.8% difference, favouring female employees.

## Pay Quartiles

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

### 2022 Data

	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
Quartile	Males		Females		Males		Females	
Upper	184	82.5%	39	17.5%	150	72.5%	57	27.5%
Upper Middle	158	70.9%	65	29.1%	151	72.9%	56	27.1%
Lower Middle	171	76.7%	52	23.3%	162	78.3%	45	21.7%
Lower	164	73.5%	59	26.5%	151	72.6%	57	27.4%

The 2022 data is encouraging as it shows that when you discount first team players and backroom staff, the split of males v females in each quartile is very even and sits closely to the overall split of males v females in the workforce. Of particular note is the large percentage increase of females in the upper quartile which has grown from 16.5% in 2021 to 27.5% in 2022.

### 2021 Data

	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
Quartile	Males		Females		Males		Females	
Upper	118	91%	10	8.3%	86	83.5%	17	16.5%
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%

## 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 an established equality action plan and are also working toward the advanced level of the Premier League's Equality, Diversity & Inclusion Standard, having attained the intermediate level of the same standard in previous years. This has enabled us to put in place measurable steps to further demonstrate the club's commitment to equality and diversity.

The club continues with our 'Aim High' strategic agenda to identify and remove barriers to inclusion and progression for female employees and this work continues to be supported by our corporate membership of Women in Football which was announced in January 2021.

We continue to remain committed to improving our gender balance which in turn, will allow us to further close the pay gap. Focussed efforts in our recruitment and selection process have enabled the club to increase applications from female candidates to 20%, which in turn has enabled us to employ more female staff members. 35% of new employees were female between April 2022 and March 2023, which is up from 27% in the preceding year.

In the Gender Pay Gap report of 2021, we committed to increase gender diversity of our senior leadership teams by creating pathways to enable women to become 'board ready'. In the past 12 months, we have added a further qualified female employee to the women's board, which now proudly boasts a 57%/43% gender split in favour of female members, and a further female leader to our executive committee, which is now made up of 34% female employees.

As part of our wider female inclusion agenda we continue to be actively working to increase the number of women and girls playing football in our academy, and 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 a stylized, cursive 'A' followed by a horizontal line extending to the right.

Brighton & Hove Albion FC