



Brighton & Hove Albion Football Club Ltd
Gender Pay Gap Report
April 2024

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 05 April 2023 – this is known as the "snapshot date".

The comparison data in this report references April 2022 (which informed our April 2023 report).

Our Numbers

Gender Pay Gap

BHAFC's gender pay gap – based on hourly rates of pay as at 05 April 2023 sees women earn 75% (mean) less than men, and 0% (median) less than men.

When you exclude player and first team coaching staff data, this gap reduces to 11.8% (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) 2023	2022	Median (Mid-point) 2023	2022	Mean (Average) 2023	2022	Median (Mid-point) 2023	2022
Pay Gap	75%	76.2%	0%	1%	11.8%	11.3%	0%	0%
Bonus Gap	93.3%	94.3%	48%	3.4%	66.4%	68.3%	-19.1%	-241.8%

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 is now 11.8%, which is a drop of almost 12% since our 2021 report.

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) 2023	2022	Numbers excluding players and first team coaching staff 2023	2022
Males	67.9%	48.5%	62.1%	44.6%
Females	62.3%	30.2%	62.3%	30.2%

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 you exclude players and first team staff, the proportion of females receiving bonuses is equal to that of males.

The club continues to work to increase the gender balance which is at the time of writing 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 48% 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 -19.1% 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.

2023 Data

Quartile	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	Males		Females		Males		Females	
Upper	203	82.2%	44	17.8%	166	72.8%	62	27.2%
Upper Middle	179	72.8%	67	27.2%	171	75.3%	56	24.7%
Lower Middle	176	71.3%	71	28.7%	157	68.9%	71	31.1%
Lower	171	69.5%	75	30.5%	160	70.2%	68	29.8%

2023 data shows an increase in the representation of female employees in the upper quartile from 17.5% in 2022, to 17.8% in 2023 when including men's players and first team coaching staff. When we exclude men's players and first team coaching staff it is evident that women are proportionally represented in all four quartiles when taking into account the overall gender split of the club's employees (74% v 26%) with a slightly more marked over-representation in the lower middle pay quartile due to the increase in the number of female employees in that group (45 in 2022 versus 71 in 2023).

2022 Data

Quartile	Statutory Numbers (including players and first team coaching staff)				Numbers excluding players and first team coaching staff			
	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%

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 delivery plan, and we are also working towards the advanced level of the Premier League's Equality, Diversity & Inclusion Standard, having already attained the Intermediate and preliminary levels. This has enabled us to put in place measurable steps to further demonstrate the club's commitment to embedding equality, diversity and inclusion into everything we do.

The club continues with our 'Aim High' 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 and our women's equality network.

We continue to remain committed to improving our gender balance which in turn, will allow us to further close the pay gap. Focused efforts in our recruitment and selection process have enabled the club to continue to increase applications from female candidates which in turn has enabled us to employ more female staff members. Of the new employees who joined the club between April 2023 and March 2024, 40% were female, which is a 5% increase on the previous year's data.

In the Gender Pay Gap report of 2021, we committed to increasing gender diversity of our senior leadership teams by creating pathways to enable women to become 'board ready'. In the first 12 months following the creation of that pathway, we added a further female employee to the women's board and have since added an additional female board member. We continue to work closely with our female employees to remove barriers to senior leadership positions.

Furthermore, the club has launched its new management training programme, one that is designed to further empower those in management, and those striving to progress to management, creating an even more inclusive pathway which is based on performance and potential and not gender.

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 Foundation 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, appearing to be a stylized 'B' or similar character, written over a light blue horizontal line.

Brighton & Hove Albion FC