



# SHEFFIELD WEDNESDAY GENDER PAY GAP REPORT 2023

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Legislation requires the club to publish details annually of our gender pay gap, this includes all staff, including the players. The time period covered by the report is the snapshot date of 5th April 2022. We have to report on six metrics required by the legislation, these are:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. We are committed to becoming a more diverse organisation and industry that will better represent the people in our region and other industries, where possible. Our club is committed to pay equality, based on merit only and never linked to gender and continues to work on its efforts to introduce initiatives to improve diversity and inclusion.

Taking into account the reporting guidelines and requirements for Gender Pay Reporting on the snapshot date of 5th April 2022 the club had 82% male staff (last year 90%) and 18% female staff (last year 10%). The 2021 comparative numbers excluded all employees who were furloughed on the snapshot date of 5th April 2021 and not topped up to 100% which impacts the comparative data shown with this years reported numbers. The total number of employees as a consequence of this years reporting requirement increased from 196 to 233.

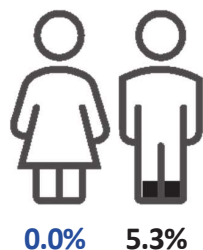
## HOURLY PAY DIFFERENCE BETWEEN MALE AND FEMALE



Due to our industry employing professional football players, our results show more of a gap than other industries. These roles are filled by men as all professional football players at SWFC are male due to regulation governing our sport. This has a substantial impact on the results when comparing male and female hourly pay rates.

## BONUS PAY GAP

Proportion of employees receiving a bonus:



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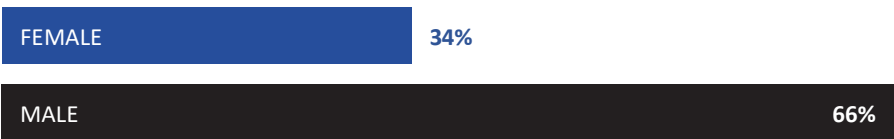
The bonus figures includes all First Team professional football player related bonuses, this has a significant impact on the overall figures. Currently the majority of our permanent staff do not participate in a bonus scheme.

# THE CHARTS BELOW SHOW THE GENDER MAKE-UP OF OUR STAFF IN EACH OF THE FOUR SALARY ‘QUARTILES’

## LOWER QUARTILE



## LOWER MIDDLE QUARTILE



## UPPER MIDDLE QUARTILE



## UPPER QUARTILE



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## WHAT WE HAVE DONE SO FAR

- EDI Code of Practice now established in implementing key actions around EDI in the workplace.
- Conducted a second Employee Staff Equality Survey.
- All staff have completed EFL Playing for Inclusion training.
- Academy have recruited 3 new female employees in a male dominant environment.
- Senior Management vacancy open to all applicants of all genders.

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John Redgate, Finance Director has approved this statement.