



SHEFFIELD WEDNESDAY

GENDER PAY GAP

REPORT 2022

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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 2021. 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.

On 5th April 2021 the club had 90% male staff (last year 81%) and 10% female staff (last year 19%). The 2021 numbers exclude all employees who were furloughed on the snapshot date of 5th April 2021 which impacts the comparative data with last years reported numbers as the data for 2020 (shown on last years report) included all staff who were furloughed on the snapshot date due to their wages being topped up to 100%. The total number of employees as a consequence of this years reporting requirement reduced the total number of employees covered by this report from 286 to 196.

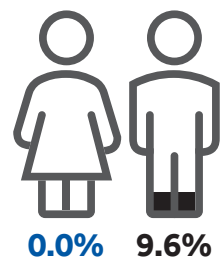
HOURLY PAY DIFFERENCE BETWEEN MALE AND FEMALE



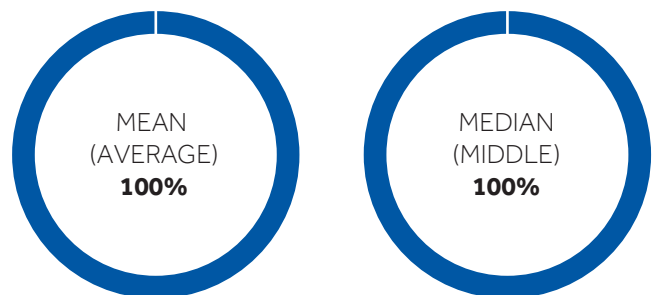
Due to our industry employing professional football players, our results show more of a gap than other industries. These roles are filled by men as all professional football players at SWFC are male due to regulation governing our sport. This has a substantial impact on the results.

BONUS PAY GAP

Proportion of employees receiving a bonus:



Proportion of employees receiving a bonus:



The bonus figures includes all professional football player related bonuses, this has a significant impact on the figures. The figures include all of our casual staff who are not eligible for a bonus. 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



WHAT WE HAVE DONE SO FAR

- Ensured our recruitment adverts are gender-neutral
- Conducted an Employee Equality Monitoring Survey
- Completion of a company wide leadership skills training course for line management.

John Redgate, Finance Director has approved this statement.