

## **Introduction**

West Bromwich Albion Football Club is a Professional Football Club which, at the Snapshot Date of 5<sup>th</sup> April 2020, was competing in the English Football League Championship.

The Club employs over 250 staff at the Snapshot Date and therefore must report its Gender Pay Gap information as of 5<sup>th</sup> April 2020. The Gender Pay Gap analysis is a high-level review of pay within an organisation and shows the difference in the average pay between all men and women in a workforce.

This should not be confused with 'equal pay' which is a more specific legal concept that deals with the pay differences between men and women carrying out comparable jobs. Men and women in comparable jobs are normally entitled to the same pay unless an employer can show differences in pay are justified. A gender pay gap does not equate to the existence of an equal pay problem.

Due to the Club operating at an elite level of male professional football, a large gender pay gap can be expected owing to the Club's highest earners being members of its Men's first team.

## **Results**

As at the snapshot date the Club's Gender Pay Gap statistics are:

		2020 %	2019 %	
1. Mean gender pay gap - Ordinary pay		77.7	74.8	
2. Median gender pay gap - Ordinary pay		21.9	18.4	
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March		93.7	96.8	
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March		80.0	16.7	
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	Male	6.1	36.0	
	Female	4.5	19.2	
6. Proportion of male and female employees in each quartile:				
Quartile	2020		2019	
	Female %	Male %	Female %	Male %
First (lower) quartile	40.8	59.2	44.3	55.7
Second quartile	43.7	56.3	25.7	74.3
Third quartile	24.9	75.1	30.3	69.7
Fourth (upper) quartile	15.7	84.3	10.3	89.7

The mean Gender Pay Gap has increased by 2.9% at the snapshot date due to a higher first team wage bill at that point in 2020 compared with 2019. This includes both players and coaches.

The median Gender Pay Gap has increased by 3.5% due to an increase in female casual staff causing the median point to fall in this employment pool. Casual staff are generally paid less than permanent staff and therefore the gap has increased in 2020 in comparison to 2019.

The mean Gender Pay Gap for bonus pay is expected to be considerable for a professional male football club as first team players and coaching staff are heavily incentivised by bonuses.

The median Gender Pay Gap for bonus pay has increased considerably to 80.0% in 2020 from 16.7% in 2019. This is due to stewards no longer being paid attendance bonuses, so the median point no longer falls within this employment pool as it has done in previous years for males. The median point for males now falls within first team players and coaches therefore creating a large gap when compared to female administrative staff.

The proportion of males and females receiving bonuses in 2020 has decreased sharply for both males and females compared with 2019 due to the absence of attendance bonuses for stewards.

### **Conclusion**

The differential in pay for a men's Professional Football Club will always remain due to the salaries and bonuses paid to players, all of whom are male.

The Club continues to develop and promote its Equality, Diversity, and Inclusion policies to ensure that those individuals with protected characteristics are not marginalised or treated differently.

We confirm the data reported is accurate.

Xu Ke  
Chief Executive Officer  
30<sup>th</sup> September 2021