

Introduction

West Bromwich Albion Football Club is a Professional Football Club which, at the Snapshot Date of 5th April 2021, was competing in the English Premier League.

The Club employs over 250 staff at the Snapshot Date and therefore must report its Gender Pay Gap information as of 5th April 2021. 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:

		2021 %	2020 %	
1. Mean gender pay gap - Ordinary pay		88.6	77.7	
2. Median gender pay gap - Ordinary pay		12.4	21.9	
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March		98.6	93.7	
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March		48.8	80.0	
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	Male	57.7	6.1	
	Female	78.6	4.5	
6. Proportion of male and female employees in each quartile:				
Quartile	2021		2020	
	Female %	Male %	Female %	Male %
First (lower) quartile	12.0	88.0	40.8	59.2
Second quartile	33.3	66.7	43.7	56.3
Third quartile	22.9	77.1	24.9	75.1
Fourth (upper) quartile	6.0	94.0	15.7	84.3

Additional Comments

This reporting period saw two events that impacted the data drastically when compared with the previous reporting period.

Firstly, the data for 5th April 2021 relates to the period when the Club was in the English Premier League. This sees salaries for first team players significantly in line with contractual obligations when compared with salaries paid in the English Football League as was the case for the data reported for 5th April 2020. All the staff in these categories are male due to the company being a men's Professional Football Club.

The second event was the Covid-19 pandemic. This caused almost all 2020/21 season fixtures to be played behind closed doors meaning a very minimal requirement for match day staff. A 12-week period up to the reporting data was used in both 2020 and 2021. This 12-week period included full capacity fixtures in 2020 but there were no such fixtures in 2021. The match day staff are generally lower paid than permanent staff, so this has impacted the results for 5th April 2021 quite significantly as there are much fewer match day staff included. Match day staff are paid weekly and are generally retained on zero-hour contracts.

As expected, the mean Gender Pay Gap has increased by 10.9% to 88.6% at the snapshot date due to the increase in first team players' salaries following promotion to the English Premier League for the 2020/21 season. This is offset due to the inclusion of fewer match day staff, who are often generally male and paid less than permanent staff.

The median Gender Pay Gap has reduced from 21.9% in 2020 to 12.4% in 2021. This is also due to fewer match day staff included in the results as a higher median point for females has been calculated meaning that a permanent member of staff is the median point rather than a match day member of staff.

The mean Gender Pay Gap for bonus pay is expected to be very high every year as first team players are incentivised heavily by bonuses and are in proportion with their relatively high salary levels. All staff in this category are male.

The median Gender Pay Gap for bonus pay has reduced from 80.0% to 48.8% This due to administrative staff, made up of a mixture of males and females, being paid comparable discretionary promotion bonuses which offsets the impact of the high value bonuses paid to first team players who are all male.

The proportion of males and females receiving bonuses has increased significantly due to the payment of promotion bonuses paid across the Club as mentioned above. Administrative staff were also paid a bonus at Christmas in lieu of being unable to organise departmental Christmas parties due to Covid-19 restrictions in the UK.

As expected, the percentages of males in the upper quartile have increased following promotion to the English Premier League, consequently causing the percentage of females to reduce when compared with 2020. The percentage of females in the lower quarter has reduced significantly due to the reduction of match day staff used to formulate the data for 2021 compared with 2020.

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.

Please note that The Albion Foundation and West Bromwich Albion Women's team are not included in the data as both are separate entities to West Bromwich Albion Football Club Limited.

We confirm the data reported is accurate.

Ron Gourlay
Chief Executive Officer
4th April 2022