



CARDIFF CITY FOOTBALL CLUB GENDER PAY GAP REPORT 2018

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation

We are required to publish the results on our own website and a government website within one calendar year of 5th April 2018.

Gender Pay Gap and Equal Pay are not the same. Equal Pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. However, the Gender Pay Gap shows the differences in the average pay between a man or a woman.

Our Gender Pay Gap results are as follows:-

The mean gender pay gap is 76%.

The median gender pay gap is 12%

The mean bonus gender pay gap is 100%

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The proportion of males receiving a bonus payment is 4.5%

The proportion of females receiving a bonus payment is 0%

The proportion of men/women in the quartile pay bands:

| | <u>Women</u> | <u>Men</u> |
|--------------|--------------|------------|
| Upper | 10 | 90 |
| Upper Middle | 23 | 77 |
| Lower Middle | 22 | 78 |
| Lower | 35 | 65 |

Our calculations were based on all our relevant employees, including footballers, their management staff and casual matchday workers.

The football industry traditionally attracts male employees which is why our mean gender pay gap seems high at 76% when compared to the national average rate of 17.9%, this figure is largely attributable to the fact that a large number of the high earners are male footballers. If we were to exclude the footballers, our mean gender pay gap would drop to 57.7%.

We will continue analyse the results of our Gender Pay Gap further. Once all the information has been reviewed, we intend on tackling our gender pay gap as follows:-

- Continue to review our recruitment process to focus on attracting women in all any new vacancies within all departments of the club.
- Offer more family friendly policies including offering a flexible working pattern for women returning to work
- Continue to deliver equality and diversity training to all our staff

Cardiff City Football Club recognise the benefits of having a more diverse workforce, and as part of this, we are committed to developing a club which supports female employees. I confirm that the above data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ken Choo
Chief Executive Officer