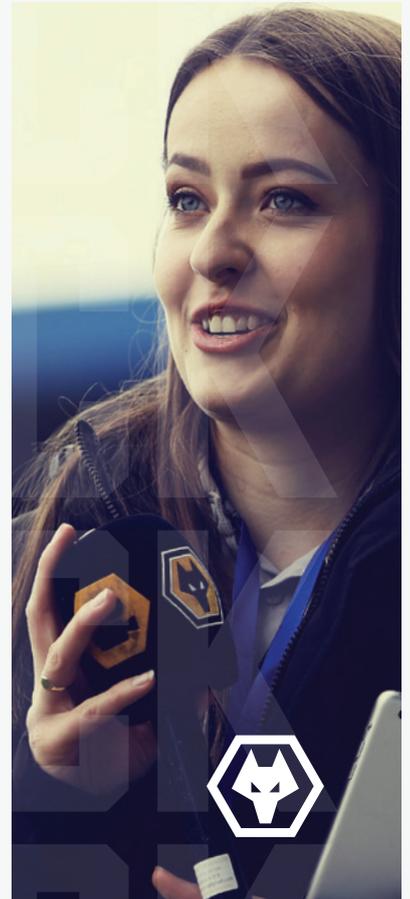




Wolves

Gender pay and bonus reporting statistics 2021



Wolves

Gender pay and bonus reporting statistics 2021

INTRODUCTION

from our Human Resources Director



I am very proud to be reporting our Gender Pay Gap data for the fourth year in a row, as at Wolves we very much welcome the opportunity to be transparent in order to show our progress.

We are pleased that we have continued our positive progression towards reducing the median hourly pay gap across all staff from 15.9% in 2018 to 9.72% in 2020, as well as for all staff without players & management from 6.6% in 2018 to 2.6% in 2020.

As a club with strong values and influence in our community, we continue to take responsibility to lead the way in equality, diversity and inclusion. In the 2020/21 season, almost 30% of our senior new hires were female, as well as 50% of our hires in women's coaching.

However, we always strive for more. At Wolves, it's not all about what we have done, but what we will do next.

A handwritten signature in black ink, appearing to read 'Zoe Brough', written in a cursive style.

Zoe Brough
Human Resources Director

Founded in 1877, Wolves is a professional football club, operating in the English Premier League and a founding member of the English Football League.

This report illustrates Wolves' statutory gender pay gap disclosure, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for any organisation with 250 or more employees. The data relates to those paid by the club in the snapshot period of April 2020.

The report shows the difference between the average hourly pay and bonus pay for all men and all women employed by Wolves, regardless of their role and seniority. This is not to be confused with 'equal pay', which is a comparison of how much an organisation pays men and women in the same or similar roles.

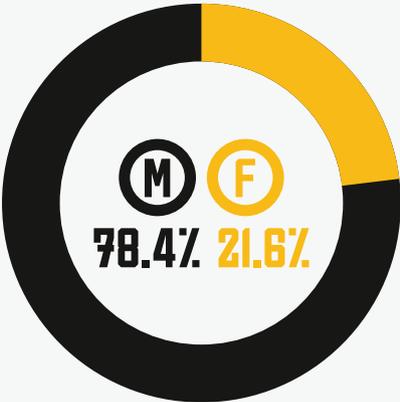
In line with our statutory requirement, we publish this data on an annual basis, which allows us to track our progress and help set actions that we take to reduce the gender pay gap in our organisation.

Our sector, Premier League football, is a male team sport and one renowned for some of the highest sporting salaries in the United Kingdom, therefore we are aware that the figures reported are distorted due to the unique environment in which we operate.

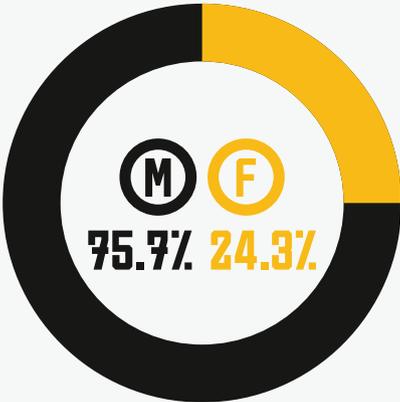
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures - one which includes our players and football management team, and one without.



Total gender splits of **Wolves** staff



With players and management
822 staff
644 M | 178 F

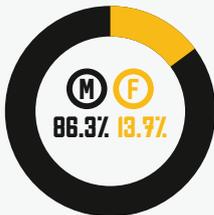


Without players and management
732 staff
554 M | 178 F

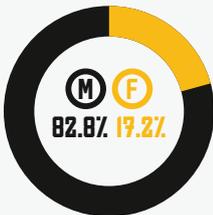


Pay quartiles of **Wolves** staff

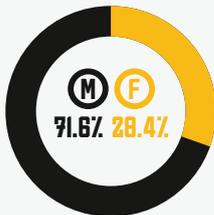
Including players & management



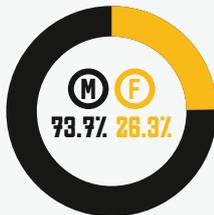
UPPER



UPPER MIDDLE

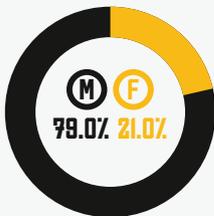


LOWER MIDDLE

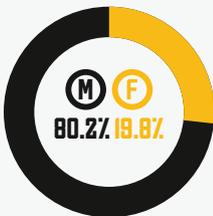


LOWER

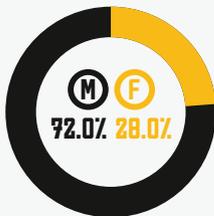
Without players & management



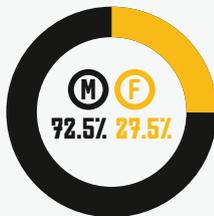
UPPER



UPPER MIDDLE



LOWER MIDDLE



LOWER



Average pay of **Wolves** staff

Difference in average hourly and bonus pay

The table below sets out the difference in average hourly pay between men and women across the club, as well as other required data.

Total staff

Mean hourly pay gap	79.24%
Median hourly pay gap	9.72%
Mean bonus pay gap	98.82%
Median bonus pay gap	81.71%

Total staff without players and management

Mean hourly pay gap	9.39%
Median hourly pay gap	2.60%
Mean bonus pay gap	82.46%
Median bonus pay gap	68.63%

Bonus pay | Fig 1

Percentage of total staff (822) who received bonus pay



Bonus pay | Fig 2.

Percentage of total staff without players and management (732) who received bonus pay



Thank you for reading

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