

Wolves

Gender pay and bonus reporting statistics 2022



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INTRODUCTION

from our Human Resources Director



At Wolves, we strive to create and sustain an inclusive and enabling environment, where all members of the pack feel they can achieve their full potential. We recognise that our ability to do this is built on the talents and capability of our people.

In May 2021 we launched the club's inaugural 'One Pack Week', to celebrate and promote the equality, diversity and inclusion work undertaken across all areas of the club.

For the last five years the median hourly pay gap has been in reduction and this year I am encouraged to finally see a closing of the median hourly pay gap to 0% for staff, excluding players and management.

We remain committed to increasing the diversity of our workforce and players through a range of targeted actions including recruiting, supporting and promoting people from different backgrounds and continuing to work towards reducing our gender pay gap.

A handwritten signature in black ink, appearing to read 'Zoe Brough'.

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 2021.

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.

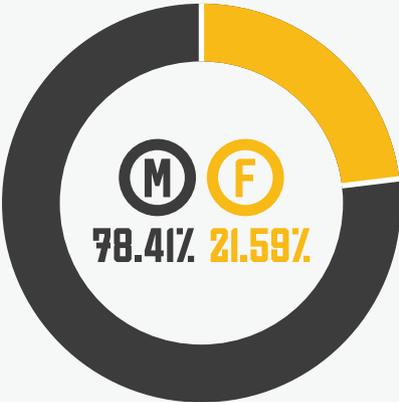
In line with our statutory requirement, we publish this data on an annual basis, which allows us to track our progress and help set actions that we take to reduce the gender pay gap in our organisation.

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.

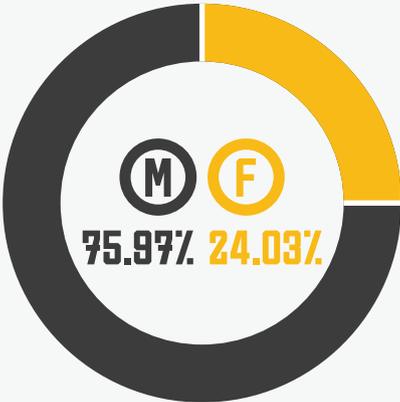
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures - one which includes our players and football management team, and one without.



Total gender splits of **Wolves** staff



With players and management
778 staff
610 M | 168 F

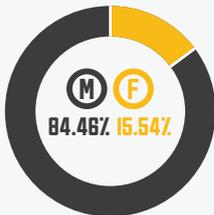


Without players and management
699 staff
531 M | 168 F

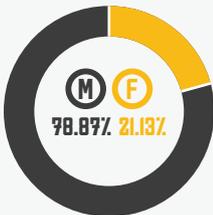


Pay quartiles of **Wolves** staff

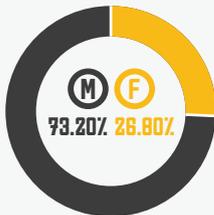
Including players & management



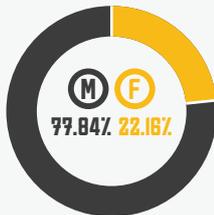
UPPER



UPPER MIDDLE

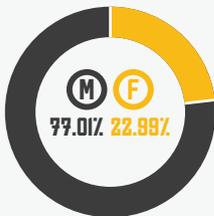


LOWER MIDDLE

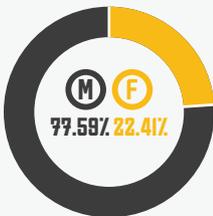


LOWER

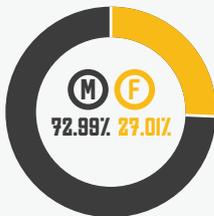
Without players & management



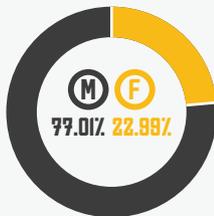
UPPER



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	84.48%
Median hourly pay gap	7.31%
Mean bonus pay gap	99.37%
Median bonus pay gap	94.27%

Total staff without players and management

Mean hourly pay gap	11.16%
Median hourly pay gap	0.00%
Mean bonus pay gap	88.14%
Median bonus pay gap	59.81%

Bonus pay | Fig 1
Percentage of total staff (778) who received bonus pay



Bonus pay | Fig 2.
Percentage of total staff without players and management (699) who received bonus pay



Thank you for reading

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