



# GENDER PAY GAP REPORT

## MARCH 2018

Southampton Football  
Club Ltd

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# SOUTHAMPTON FOOTBALL CLUB LTD



## Gender Pay Gap Report | March 2018

### SOUTHAMPTON FOOTBALL CLUB ENCOURAGES AND CELEBRATES DIVERSITY AMONGST ITS STAFF

We are a diverse organisation that brings people together from many different backgrounds. The club has a broad range of operations which include football and commercial activities, stadium and facility operations and business support services. Our culture is such that every staff member should feel valued and included. Therefore it is important for us that equality is not

a specialist responsibility, but that it is ingrained in how we do business.

Gender pay reporting legislation requires employers with 250 or more employees on the snapshot date (5th April) to publish statutory calculations every year showing the pay gap between their male and female employees.

### THERE ARE SIX CALCULATIONS THAT ARE REQUIRED TO BE CARRIED OUT:



#### THE MEAN GENDER PAY GAP

This calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.



#### THE MEDIAN GENDER PAY GAP

This calculation requires an employer to show the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.



#### THE MEAN BONUS GENDER PAY GAP

This calculation requires an employer to show the difference between the mean bonus pay that male and female relevant employees receive.



#### THE MEDIAN BONUS GENDER PAY GAP

This calculation requires an employer to show the difference between the median bonus pay that male and female relevant employees receive.



#### THE PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

These two calculations require an employer to show the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.



#### THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

This calculation requires an employer to show the proportion of male and female full-pay relevant employees in four quartile pay bands. This is done by dividing the workforce into four equal parts.

### GENDER PAY GAP REPORTING IS PRODUCED VIA TWO DIFFERENT MEASURES

#### THE MEAN

Involves adding up all of the numbers and dividing the result by how many numbers were in the list.

#### THE MEDIAN

Involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.



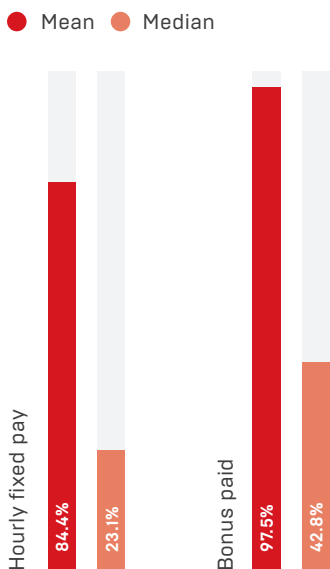
# SOUTHAMPTON FOOTBALL CLUB LTD



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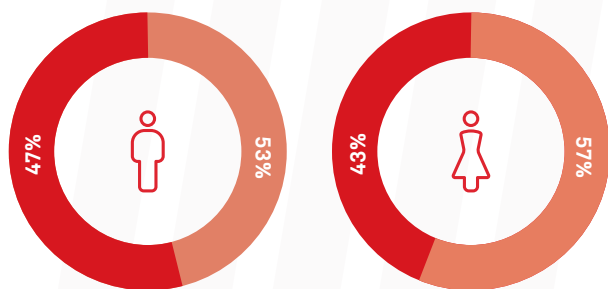
### GENDER PAY & BONUS GAP

**DIFFERENCE BETWEEN MEN, INCLUDING FIRST-TEAM PLAYING SQUAD, AND WOMEN ON 5TH APRIL 2017.**



This table shows Southampton Football Club's mean and median gender pay gap based on hourly rates of pay as at the snapshot date, 5 April 2017. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017.

**PROPORTION OF STAFF AWARDED A BONUS IN THE YEAR UP TO 5TH APRIL 2017**



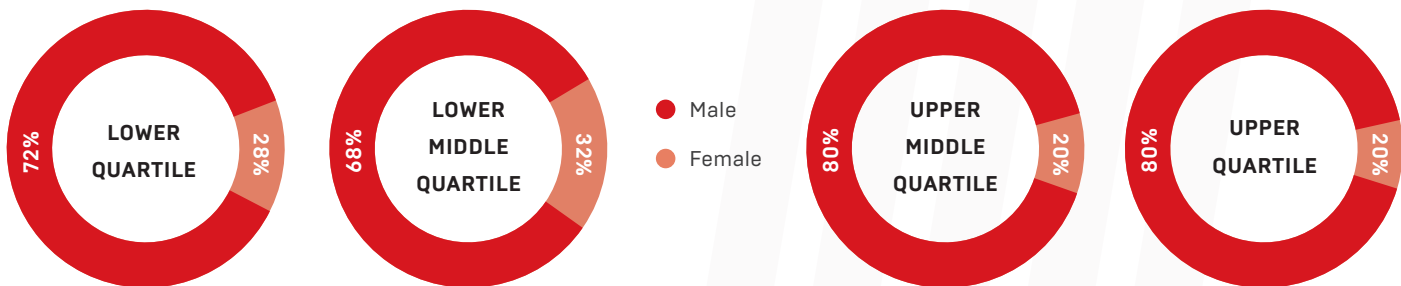
● Received a Bonus ● Did not Receive a Bonus

This shows a 4% difference between the number of men and women being paid a bonus for the year up to 5 April 2017. If we remove the first-team playing squad from this data the difference decreases to 1%.

If the first-team playing squad data is excluded, the mean hourly fixed pay gap between men and women is 37%.

### PAY QUANTILES

The below charts illustrate the gender distribution at Southampton Football Club across four equally sized quartiles.



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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### ANALYSIS

**SOUTHAMPTON FOOTBALL CLUB HAVE A CLEAR POLICY OF PAYING STAFF MEMBERS EQUALLY FOR THE SAME OR EQUIVALENT WORK, REGARDLESS OF THEIR GENDER OR ANY OTHER PROTECTED CHARACTERISTIC.**

It is our belief that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within Southampton Football Club and the salaries that these roles attract.

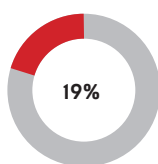
Within the football industry, the historical nature of the sport means that jobs are, arguably, traditionally more attractive to males. The Club challenges this stereotype through our equality policy and One March initiatives.

### STATISTICS

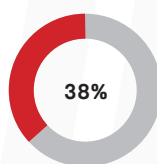
AS AT 1ST MARCH 2018:



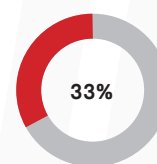
114 FEMALES WERE EMPLOYED ON A PERMANENT BASIS AND MADE UP 29% OF OUR WORKFORCE  
(excluding casual & playing staff)



19% OF OUR SENIOR MANAGEMENT TEAM WERE FEMALE



38% OF STAFF THAT WORKED FLEXIBLY WERE MALE



33% OF OUR SENIOR MANAGEMENT TEAM WORKED FLEXIBLY

IN 2017 (1ST JANUARY – 31ST DECEMBER):



40% OF NEW STARTERS WERE FEMALE  
(excluding casual & playing staff)



100% OF FLEXIBLE WORKING REQUESTS WERE ACCEPTED



75% OF STAFF HAD ATTENDED OUR UNCONSCIOUS BIAS TRAINING and we continue to deliver this on a quarterly basis

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### ACTIONS

**SOUTHAMPTON FOOTBALL CLUB ARE NOT COMPLACENT ABOUT EQUALITY.**

We have conducted gender monitoring of our staff composition and recruitment activity and recognise that there are fewer females working in quartiles 3 and 4 than in quartiles 1 and 2. In order to tackle this and work towards closing our gender pay gap we are:

- 1 Working towards attracting more female candidates to job vacancies by ensuring all job adverts have gender-neutral language and are advertised with flexible working available by default;
- 2 Recruiting job vacancies through a variety of channels including non-traditional sources to maximise visibility by females;
- 3 Ensuring that all recruitment partners we work with operate under our Equality policy;
- 4 Continuing to deliver equality and diversity training to all our staff;
- 5 Continuing to promote flexible working in existing roles;
- 7 Undertaking annual equal pay audits to ensure there is no gender bias;
- 8 Ensuring a fair and equitable process is undertaken when considering opportunities for promotion;

**“SOUTHAMPTON FOOTBALL CLUB ARE COMMITTED TO REPORTING THE GENDER PAY GAP ON AN ANNUAL BASIS AND PROVIDING WAYS IN WHICH IT IS WORKING ON TO CLOSE THE GAP”**



- 6 Continuing to offer enhanced maternity, paternity and adoption pay on top of statutory pay;
- 9 Continuing to work with our internal Equality Action Group and external organisations towards the Premier League Advanced Equality Standard.

We confirm the information contained within this report is accurate.



**TOBY STEELE**  
MANAGING DIRECTOR

**MICHELLE BUTLER**  
DIRECTOR OF HR

