



## **CARDIFF CITY FOOTBALL CLUB GENDER PAY GAP REPORT 2024**

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 5<sup>th</sup> April 2024.

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 65%

The median gender pay gap is 15%

The mean bonus gender pay gap is 94.37%

The median bonus gender pay gap is 81%

The proportion of males receiving a bonus payment is 13.53%

The proportion of females receiving a bonus payment is 3.25%

The mean gender pay gap is the difference in average hourly pay for women compared to men. Which means in the above table that women's mean (average) hourly pay was 65% lower than mens.

The median gender pay gap compares the hourly pay rate for the middle woman compared to the middle man when pay is set out from the highest to the lowest point. Which means in the above table the women's median hourly pay was 15% lower than men's – this means they earn 85p for every £1 that men earn when comparing median hourly pay.

Women's median bonus pay was 81% lower than men's – the means they earned 19p for every £1 that men earn when comparing median bonus.

Women's mean (average) bonus pay was 94.37% lower than men's.

3.25% of women and 13.53% pf men received bonus pay.

### **Pay Quarters**

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

	<u>Women</u>	<u>Men</u>
Upper	15%	85%
Upper Middle	21%	79%
Lower Middle	33%	67%
Lower	32%	68%

In the above table women are made up as follows:-

15% of employees in the upper hourly pay quarter (highest paid jobs)

19% of employees in the upper middle hourly pay quarter

33% of employees in the lower middle hourly pay quarter

32% of employees in the lower hourly pay quarter (lowest paid jobs)

Our calculations to work out the genger pay gap results 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, this figure is largely attributable to the fact that a large number of the high earners are male footballers. However we are disappointed to report that the mean gender pay gap has increased this period from 57% to 64%.

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, diversity and inclusion training to all our staff.
- To develop and promote our Equality, Diversity and Inclusions policy

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**