



# GENDER PAY GAP REPORT

## APRIL 2018

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All UK companies with 250 or more employees are now required by law to reveal their gender pay gap - the difference between the average hourly wages of the men and women they employ. These figures are based on a snapshot of our company data, as of **April 5, 2017**.

Crystal Palace Football Club employs approximately **1085** people, including part-time and casual staff. There is no wage differential between men and women performing the same role amongst our employees. **32%** of our workforce are female. Overall, we employ significantly higher paid and a higher number of men than women.

There are three reasons for this discrepancy, firstly our professional football players are all male, and these individuals are highly rewarded for being at the pinnacle of the sport. Secondly, the large majority of non-playing match day roles are stewarding and security – and are currently mostly male, reflecting the traditional, predominantly male match day attendance. We are committed to attracting more female supporters to Selhurst Park, as well as increasing the number of female stewards. Finally, senior football administration roles typically attract more male applicants, but we are actively trying to change our gender diversity in this area.

**WE ARE COMMITTED TO REWARDING ALL OUR EMPLOYEES EQUALLY FOR THE JOB THEY DO AND PAY THE SAME RATES FOR A ROLE, REGARDLESS OF GENDER. WE ARE COMMITTED TO PROVIDING OPPORTUNITIES FOR FLEXIBLE WORKING TO ALLOW OUR EMPLOYEES TO MAKE THEIR OWN LIFE CHOICES.**

For clarity, we have calculated two sets of figures: one including all full-time and part-time Crystal Palace F.C employees, the other excluding the first-team squad and coaches.



### MEAN PAY GAP

*the difference between the average hourly rate for males and females*



### MEDIAN PAY GAP

*the difference between the middle hourly male wage and middle hourly female wage when all wages are ordered from lowest to highest.*



### MEAN BONUS GAP

*the difference between the average bonus paid to male and female employees who received a bonus.*



### MEDIAN BONUS GAP

*the difference between the median bonus paid to male and female employees who received a bonus.*

#### ALL EMPLOYEES

Mean (average) hourly pay gap	84%
Median (middle) hourly pay gap	17%
Mean (average) bonus gap	98%
Median (middle) bonus gap	40%

#### EXCL. PLAYERS & MANAGEMENT

Mean (average) hourly pay gap	19%
Median (middle) hourly pay gap	12%
Mean (average) bonus gap	62%
Median (middle) bonus gap	19%

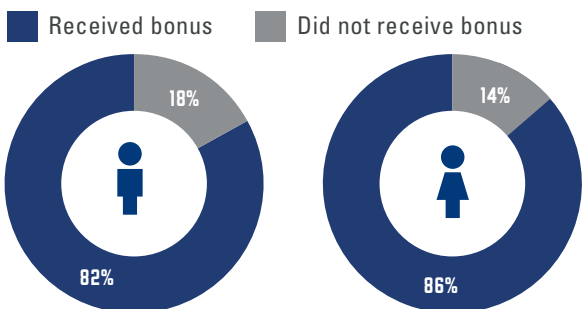
All our full-time staff who have been at the club for a minimum of 12 months are eligible for a bonus. These are based on the same calculations, regardless of gender. **86%** of full-time female employees received a bonus, compared to **82%** of full-time male employees. For full-time staff, excluding the first-team squad and coaching and backroom staff, the mean pay gap is **14%** and the mean bonus gap is **50%**.



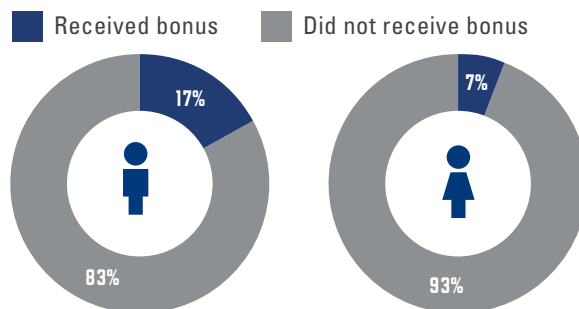
## BONUS PROPORTIONS

*the percentage of male and female staff paid a bonus in the last year.*

### BONUS PROPORTIONS: FULL-TIME STAFF



### BONUS PROPORTIONS: ALL STAFF



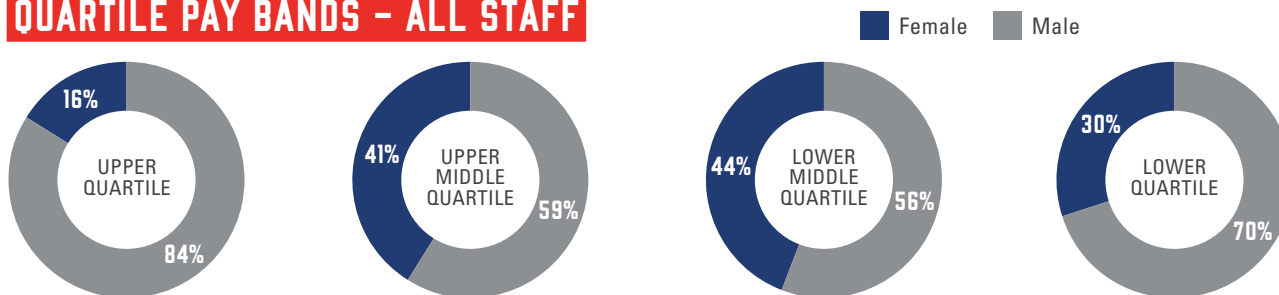
**OUR NUMBER ONE ASSET IS OUR PEOPLE, WE ARE COMMITTED TO ATTRACTING AND RETAINING THE VERY BEST STAFF REGARDLESS OF GENDER OR ANY OTHER ASPECT OF DIVERSITY**



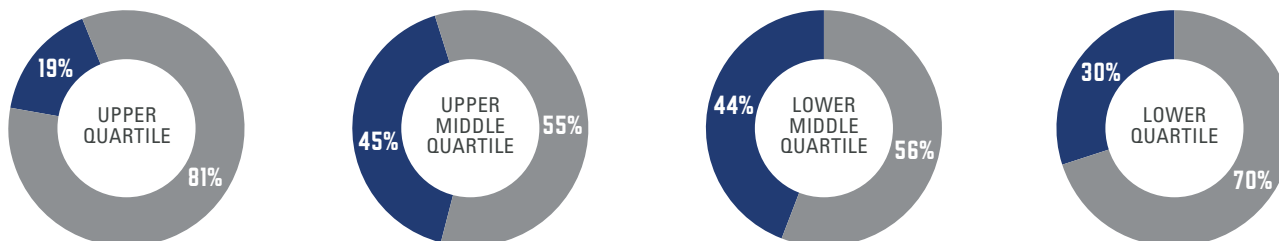
## QUARTILE PAY BANDS

*the percentage of male and female staff in each of the four pay bands, in descending order with highest earners in the Upper Quartile.*

### QUARTILE PAY BANDS - ALL STAFF



### QUARTILE PAY BANDS - EXCL. PLAYERS & MANAGEMENT



I confirm the information contained within this report is accurate.

Signed:

**Phil Alexander**, Chief Executive, Crystal Palace Football Club

