

Plymouth Argyle Football Club



Gender Pay Gap Report- April 2022

Statement

With effect from 2017 it has been a legal requirement for organisations with 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender, to do this we have used payroll and HR data to complete the calculations.

Commitment

At Plymouth Argyle, we are committed to continued progression on our gender pay journey, ensuring equality of opportunity, and making the Club an employer of choice through greater inclusivity of people from all backgrounds. This commitment is evidenced by our Respect, Diversity and Inclusion club value which includes:

We strive to make Home Park Stadium as welcoming and inclusive as possible to all sections of society and assess all our policies and activities for their impact on diversity and inclusion.

While recognising the demographic makeup of the area in which we operate, we will strive to ensure that our staff and board represent as many sections of society as possible.

We aim to inspire change and reduce female underrepresentation within sport. In addition to this, all club employees are now benefiting from a hybrid working model which encourages fully flexible working patterns and will hopefully encourage more women and other underrepresented groups to consider a career in the football industry.

Gender Representation at Plymouth Argyle

A gender pay gap represents the difference in the average earnings between men and women in an organisation, so a zero-pay gap means that the average wage for men and women in that organisation is the same.

Plymouth Argyle has a long term and sustained commitment to providing opportunities and development across all areas of its operation, and, as such, it is important that we review the gender pay gap and aim to make it as low as possible. This is the first occasion that we have been required to formally report the pay gap, however, in future years we will continue to monitor the gap, and take action to reduce it, irrespective of whether we are obliged to report it or not.

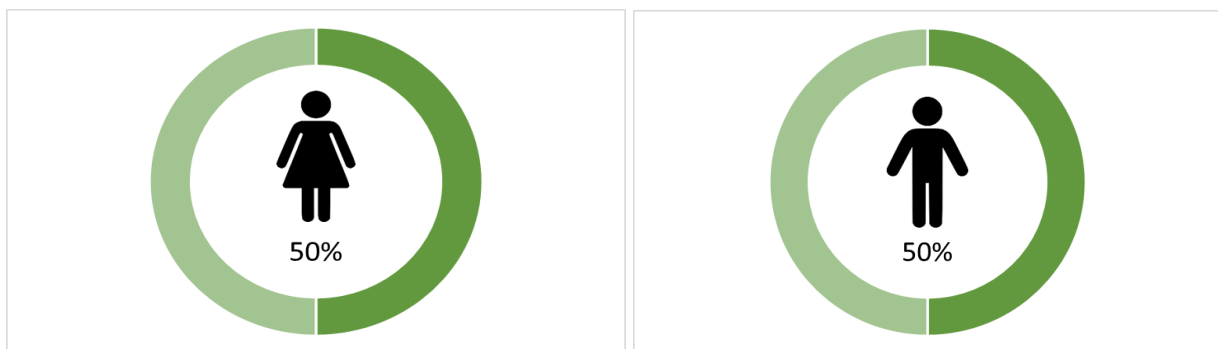
Statutory Reporting

As football, by its very nature, is a male dominated sport, when looking at percentage of employees we have looked at figures including players and playing staff, as well as without, as shown in the charts below.

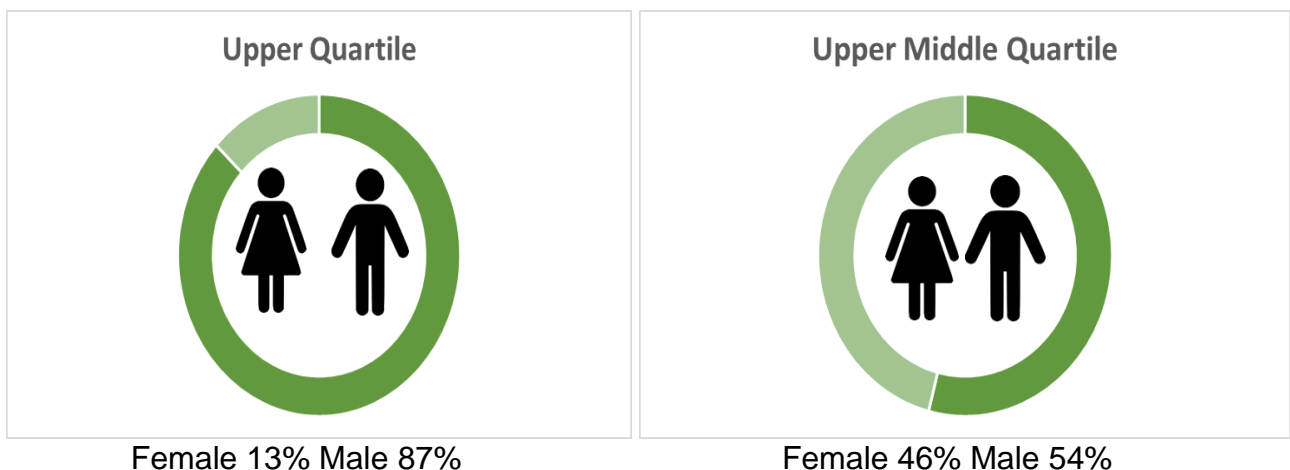
Percentage of employees including players and playing staff as of April 2022:

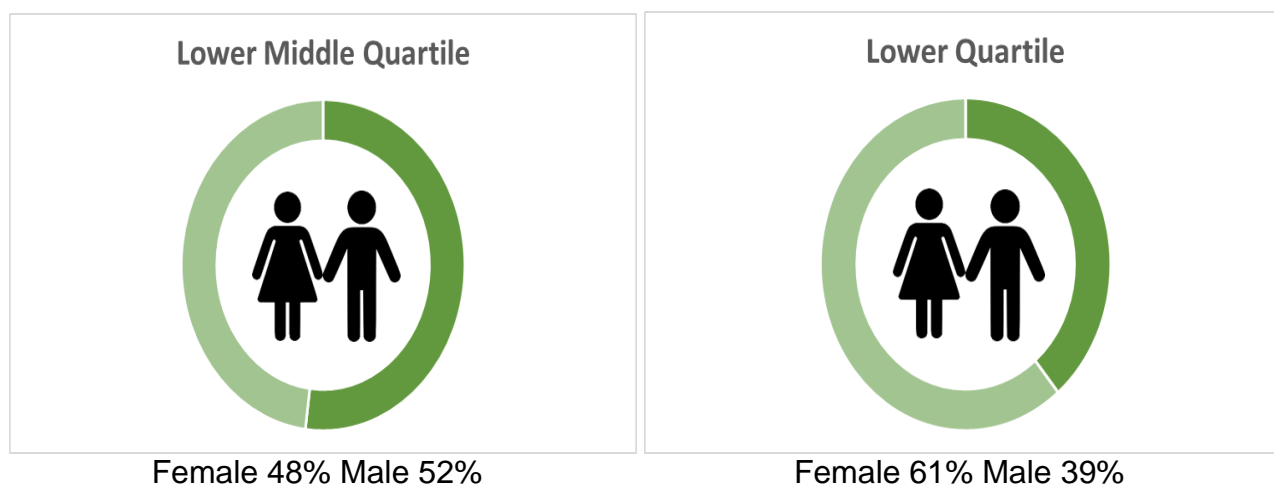


Percentage of employees excluding players and playing staff as of April 2022:



Pay Quartiles





Mean (average) hourly pay gap	53%
Median (middle) hourly pay gap	5%
Mean (average) bonus gap	100%
Median (middle) bonus gap	100%

Across the whole organisation, the mean (average) hourly pay of men exceeds that of female employees by 53%. This is mainly due to the salaries of the men's first team and first team coaching staff. Excluding professional players and senior coaching staff from the calculation reduces the gap to 13%. This is below the current national average of 14.9% as reported by the Office of National Statistics.

83% of staff in the upper pay quartile are male whereas in the Upper Middle and Lower middle Quartiles the number of female and male staff is broadly similar, with just 8% more men in the Upper middle quartile and 4% in the lower middle quartile.

The lower pay quartile contains significantly more females (61%) than males (39%). This is because more of our match day hospitality staff are women, and these roles tend to be in this quartile. These figures are consistent with other businesses in the Southwest, whereas nationally the picture is more balanced with similar numbers of men and women attracted to the hospitality sector.

There is a bonus gap due to the players, and the number of men in the football staff and senior roles compared to women, who are eligible for bonuses.

Action

PAFC commits to reducing the gender pay gap through the following actions:

Employee Recruitment- We will continue to participate in the EFL and FA's equality programmes and work with these and other relevant organisations to attract more women into the business and with an aim of providing career pathways for staff to attain senior posts. Where possible, this will include more gender balanced shortlists and increased representation at all levels.

Employee Reward- We will continue to formally monitor the gender pay gap as part of the annual pay review process. In addition, we will ensure there is no bias towards gender from the point of job offer, through the salary review process, and when promotion opportunities arise.

Employee Relations-we will publicise the very flexible nature of most of our roles to ensure that all staff can work in a way that best suits their work-life balance.

Employee Training – we will ensure that all managers and staff involved in the recruitment process undertake unconscious bias training. This will raise awareness and reduce bias throughout this process.

Andrew Parkinson
CEO