

GENDER PAY GAP REPORT 2024

PLYMOUTH ARGYLE FOOTBALL CLUB



INTRODUCTION

In 2024, Plymouth Argyle Football Club became one of only nine clubs to achieve Silver in the EFL's Code of Practice assessment. This award reflects the continued commitment to inclusion and diversity, and our ambition to ensure that Plymouth Argyle is a successful football club supported or respected by everyone in the South West and many beyond.

The club strives to be a place where staff, players and supporters all feel welcome and included in the club's culture. As we continue our journey towards attaining Gold in the EFL Code of Practice for our work in ensuring an inclusive culture, we acknowledge that this is a continuous journey and will always endeavour to improve where we can.

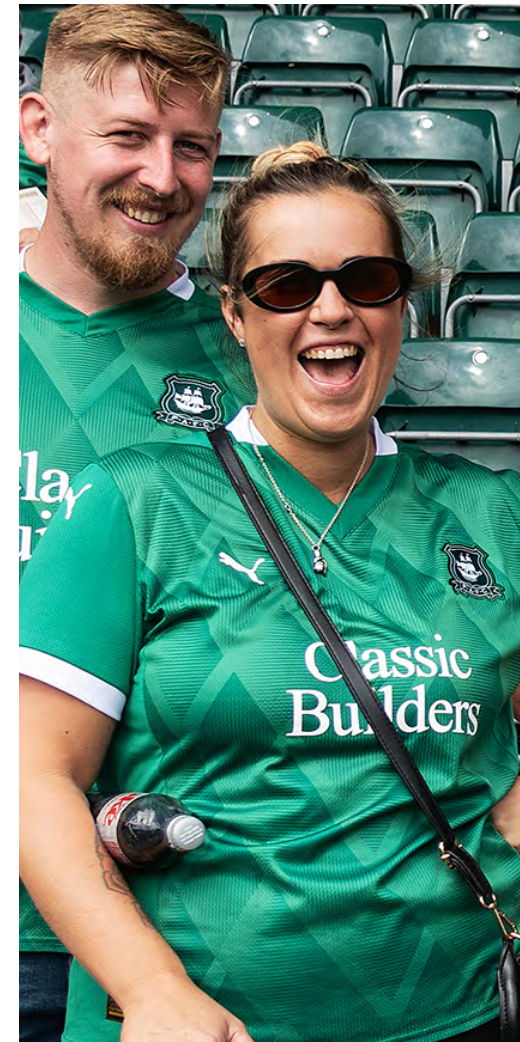
At Plymouth Argyle, we are committed to continued progression on our gender pay journey, ensuring equality of opportunity, and making the Club an employer of choice through greater inclusivity of people from all backgrounds. Our Respect, Diversity and Inclusion club value states:

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, most 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, whilst improving the work/life balance for male staff too.

The Gender Pay Gap report 2024 highlights a difference in data when including or excluding the football department (professional players and senior coaches) in the final figures. When including all staff there has been an increase in the mean (average) hourly pay gap, but a decrease in the mean (average) bonus pay gap. The mean (average) hourly pay gap when excluding the football department falls from 59% to 12%, with 12% being a decrease in 1% in the gap since 2023.



WHAT IS THE GENDER PAY GAP?

What is the Gender Pay Gap?

The gender pay gap is a measure of the percentage difference in the average hourly pay or bonus of men and women working for Plymouth Argyle Football Club. This is regardless of their role in the organisation, length of service and any other differentiating factor.

It's important not to confuse the gender pay gap figures with an equal pay comparison. Equal pay is a direct comparison of two or a group of employees doing the same or comparable work. Equal pay is not covered in this report.

How are the Median and Mean Pay Gaps calculated?

The mean gender pay gap is a calculation of the average hourly pay or bonus of a man in our organisation versus the average hourly pay of a woman, including all relevant additional payments and regardless of what they do in our organisation.

The median pay and bonus gap takes the exact mid-point between the lowest and highest paid man in the organisation, versus the equivalent woman.

How we measure the gap

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.

All pay calculations are based on the relevant pay period that includes April 2024, and bonuses from the previous 12 months. The data is for all Plymouth Argyle Football Club employees including permanent contracted staff, casual staff and football players - 502 staff in total.

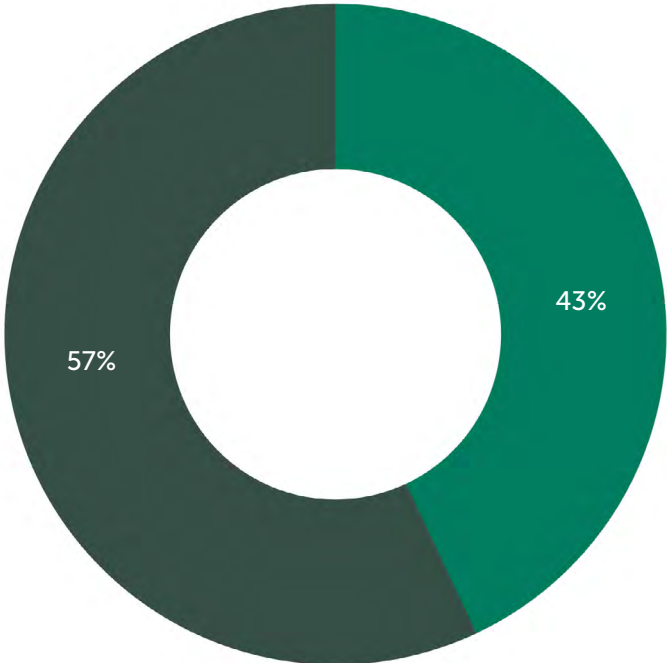


OUR RESULTS - KEY INSIGHTS (INCLUSIVE)

The following figures are inclusive of the football department, which is predominantly male, and therefore influences the high figures of mean (average) hourly pay gap, mean (average) bonus pay gap, and upper hourly pay quartile.

- Mean (average) hourly pay gap 59%
- Median (middle) hourly pay gap 5%
- Mean (average) bonus gap 47%
- Median (middle) bonus gap 18%

■ Male
■ Female



Pay Quartiles

Quartiles are our pay bands split into 4 equal bands from the lowest to the highest. The lower quartile is the lowest paid band, and the upper quartile is the higher paid band.

All staff

Upper Hourly Pay Quartile
Male 75% / Female 25%

Upper Middle Hourly Pay Quartile
Male 48% / Female 52%

Lower Middle Hourly Pay Quartile
Male 46% / Female 54%

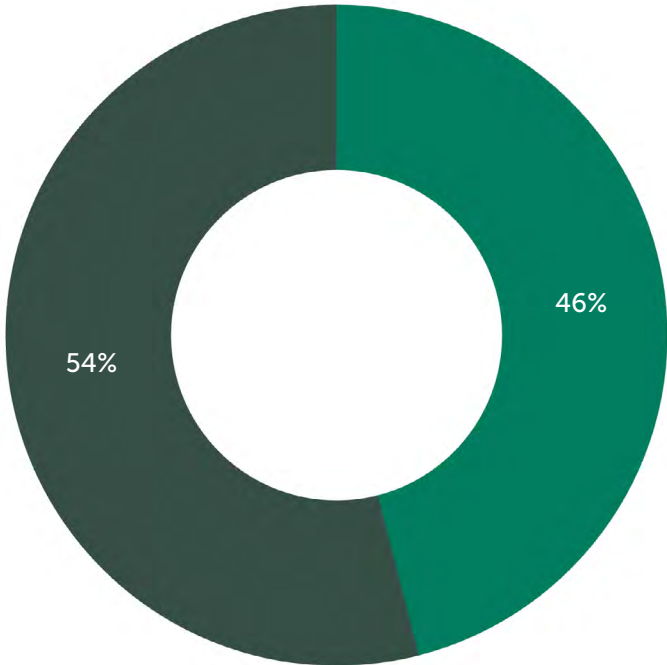
Lower Hourly Pay Quartile
Male 57% / Female 43%

OUR RESULTS - KEY INSIGHTS (EXCLUSIVE)

Excluding professional players and senior coaching staff from the calculation reduces the mean (average) hourly pay gap to 12%. This has reduced from 13% in the previous reporting year.

- Mean (average) hourly pay gap 12%
- Median (middle) hourly pay gap 4%
- Mean (average) bonus gap 52%
- Median (middle) bonus gap 18%

■ Male
■ Female



Pay Quartiles

In comparison to the previous reporting period, we are seeing more of a gender balance at the upper middle and lower middle quartiles.

All staff

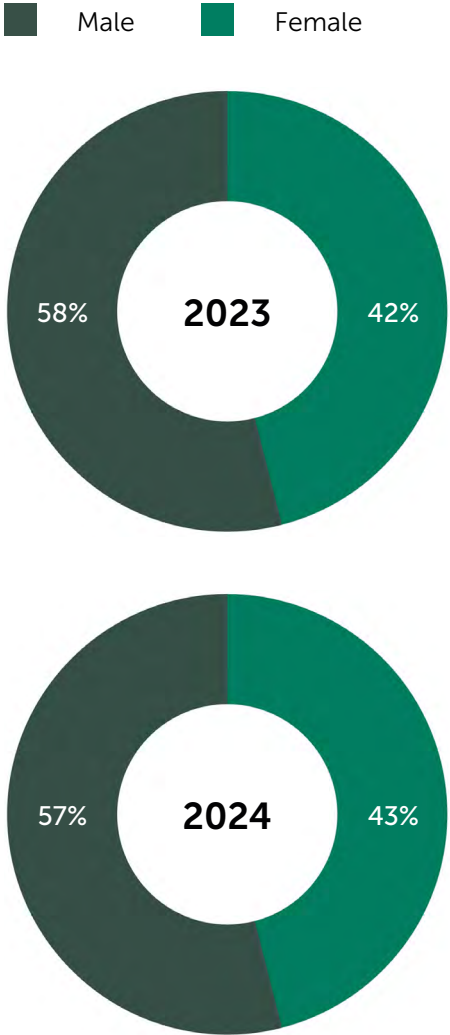
Upper Hourly Pay Quartile
Male 62% / Female 38%

Upper Middle Hourly Pay Quartile
Male 49% / Female 51%

Lower Middle Hourly Pay Quartile
Male 50% / Female 50%

Lower Hourly Pay Quartile
Male 56% / Female 44%

COMPARATIVE DATA - ALL STAFF



	2024	2023	% Difference
Mean (average) hourly pay gap	59%	46%	+13%
Median (middle) hourly pay gap	5%	0%	+5%
Mean (average) bonus gap	47%	79%	-32%
Median (middle) bonus gap	18%	40%	-22%

Across all staff there has been a move towards a gender balance across all quartiles. This is particularly evident at upper middle and lower middle hourly quartiles. Previously the gap had been attributed to more female staff in hospitality making up the figures across the lower middle and lower quartiles. However, in 2024 this appears to be more evenly distributed with a change to more male staff at the lower quartile.

	Male 2024 %	Male 2023 %	Female 2024 %	Female 2023 %
Upper Hourly Pay Quartile	75	80	25 +5%	20
Upper Middle Hourly Pay Quartile	48	68	52 +20%	32
Lower Middle Hourly Pay Quartile	46 +20%	26	54	74
Lower Hourly Pay Quartile	57 +18%	39	43	61

Plymouth Argyle Football Club commits to reducing the gender pay gap through the following actions:

Employee Recruitment and Retention

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 provide career pathways for staff to attain senior posts. We hope that our efforts will be reflected in more gender balanced shortlists and increased representation at all levels. We recognise that changes in management are inevitable, and the Club has established a succession plan to provide continuity in leadership and avoid extended and costly vacancies in key positions. Our succession plan is designed to identify and prepare candidates for high-level management positions that become vacant due to retirement, resignation, or new business opportunities.

Employee Reward and Recognition

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 are committed to ensuring our employees have a voice and within our club strategy this has been reflected by dedicating one of our key pillars to "people". We wish to attract and retain the best talent in the region and be seen as a leading employer. We will publicise the very flexible nature of most of our roles to ensure that 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. All staff will receive varied equality and diversity related training to ensure that Plymouth Argyle is an inclusive place to work.

