

GENDER PAY GAP REPORT 2025

PLYMOUTH ARGYLE FOOTBALL CLUB



INTRODUCTION

Plymouth Argyle Football Club is proud to share the findings of our 2025 Gender Pay Gap Report, reflecting our continued commitment to building an inclusive, equitable, and forward-thinking workplace for all colleagues.

This year marks an important milestone, as our semi-professional Plymouth Argyle Women's team is included in our reporting for the first time, giving us a more complete picture of gender representation across the club.

This expanded dataset gives us a clearer, more accurate picture of our current gender balance across the organisation and reflects our commitment to transparency and continuous improvement.

We are also delighted to have achieved GOLD accreditation in the EFL's Code of Practice, recognising the club's progress in culture, equality, and community engagement.

We are delighted to now receive a Gold award, putting Argyle among the top ranked clubs in the EFL.



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 - 618 staff in total.

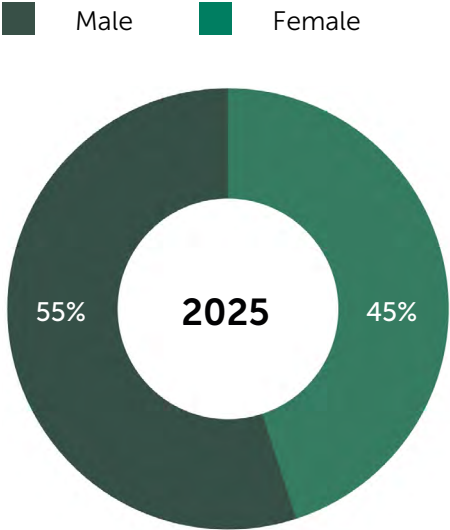


This page of data includes all staff, including football players and senior coaches. The football department remains predominantly male, which significantly influences overall pay and bonus figures.

- Mean (average) hourly pay gap 61%
- Median (middle) hourly pay gap 0%
- Mean (average) bonus gap 80%
- Median (middle) bonus gap 85%

Despite the high mean figures, achieving median pay parity demonstrates equitable outcomes for the typical employee.

We have achieved pay parity at the median for our workforce, which indicates proportionate outcomes for the typical staff member. However, our mean hourly pay gap (61%) and bonus gaps (mean 80%, median 85%) show that overall pay and reward are not yet equitable across all staff, primarily due to the continued concentration of the highest-paid, bonus-eligible roles among men.



Pay Quartiles

Quartiles are our pay bands split into four 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 50% / Female 50%

Lower Middle Hourly Pay Quartile
Male 37% / Female 63%

Lower Hourly Pay Quartile
Male 60% / Female 40%

OUR RESULTS - KEY INSIGHTS (EXCLUSIVE)

Removing the football players and senior coaching staff from our data, this page provides a clearer view of the wider workforce:

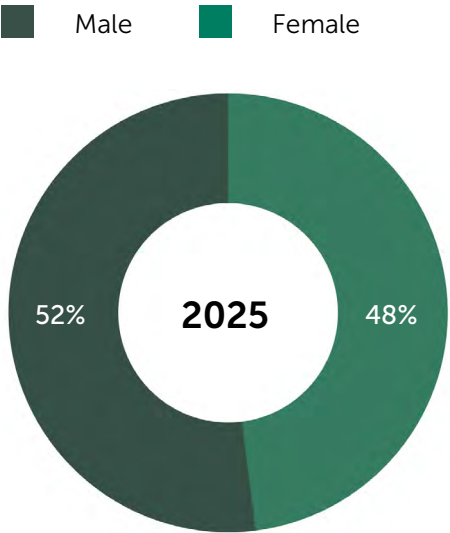
Mean (average) hourly pay gap 4% (down from 12% last year)

Median (middle) hourly pay gap 0%

Mean (average) bonus gap -31%

Median (middle) bonus gap -34%

This reflects strong progress in pay equity across non-football roles.



Pay Quartiles

Quartiles are our pay bands split into four 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

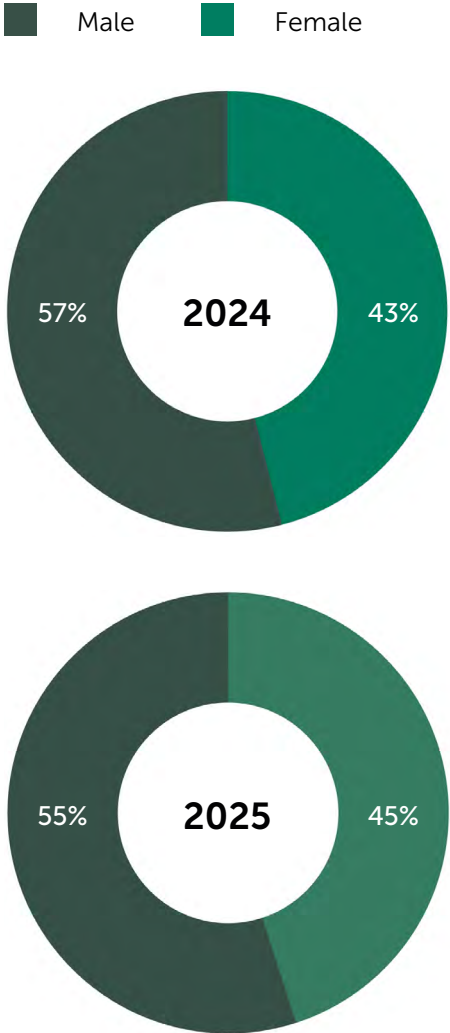
Upper Hourly Pay Quartile
Male 54% / Female 46%

Upper Middle Hourly Pay Quartile
Male 55% / Female 45%

Lower Middle Hourly Pay Quartile
Male 38% / Female 62%

Lower Hourly Pay Quartile
Male 59% / Female 41%

COMPARATIVE DATA - ALL STAFF



	2025	2024	% Difference
Mean (average) hourly pay gap	61%	59%	+2%
Median (middle) hourly pay gap	0%	5%	-5%
Mean (average) bonus gap	80%	47%	+33%
Median (middle) bonus gap	85%	18%	+67%

	Male 2025 %	Male 2024 %	Female 2025 %	Female 2024 %
Upper Hourly Pay Quartile	75	75	25	25
Upper Middle Hourly Pay Quartile	50	48	50	54
Lower Middle Hourly Pay Quartile	37	46	63	54
Lower Hourly Pay Quartile	60	57	40	43

UNDERSTANDING THE FIGURES

The club's overall mean pay and bonus gaps are shaped by longstanding structural factors within professional football, where the highest paid roles have historically been held by men.

This structural imbalance continues to have a significant influence on both the mean pay gap and bonus outcomes.

The inclusion of our women's team marks a positive shift, and we expect future reporting to show a more balanced distribution as representation continues to grow.



Plymouth Argyle remains fully committed to reducing the gender pay gap and creating a workplace where everyone can thrive. Our ongoing actions include:

1. RECRUITMENT & PROGRESSION

- Working with the EFL and FA to attract more women into football and non-football roles
- Strengthening pathways into senior positions
- Implementing a robust succession plan to ensure continuity in leadership

2. FAIR REWARD & RECOGNITION

- Monitoring pay and reward annually
- Ensuring no gender bias in job offers, salary reviews, or promotions

3. EMPLOYEE VOICE & CULTURE

- Embedding “People” as a core pillar of our club strategy
- Promoting flexible working to support work life balance

4. TRAINING & AWARENESS

- Mandatory unconscious bias training for all hiring managers
- Ongoing equality and diversity training for all staff

We will continue to challenge inequalities, champion fairness, and take deliberate action to ensure that Plymouth Argyle becomes an organisation where opportunity is genuinely accessible to all.

Looking Ahead

The progress reflected in this year’s report—particularly median pay parity, the integration of our women’s team, and our GOLD EFL accreditation—shows that meaningful change is underway. We recognise that there is more to do, especially in addressing structural factors within football, and we remain committed to long-term, sustainable improvement.

Plymouth Argyle will continue working to ensure that opportunity is accessible to all and that our workforce reflects the values and ambition of our club and community.

