



# GENDER PAY GAP REPORT



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**From April 2018, in accordance with the Equality Act 2010, all United Kingdom companies with at least 250 employees are required to publish details of their gender pay gap on an annual basis.**

**Birmingham City Football Club PLC is an equal opportunities employer operating a strict 100% equal pay for equal job policy and does not discriminate on any basis, including gender.**

**The following is the gender pay gap in the year to April 2025:**

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<b>TOTAL NUMBER OF EMPLOYEES</b>	<b>536</b>	
<b>THE DIFFERENCE IN MEAN PAY OF MEN AND WOMEN AS A PERCENTAGE</b>	<b>54.29%</b>	
<b>THE DIFFERENCE IN MEDIAN PAY OF MEN AND WOMEN AS A PERCENTAGE</b>	<b>-1.8%</b>	
<b>THE DIFFERENCE IN MEAN BONUS OF MEN AND WOMEN AS A PERCENTAGE</b>	<b>2.59%</b>	
<b>THE DIFFERENCE IN MEDIAN BONUS OF MEN AND WOMEN AS A PERCENTAGE</b>	<b>93.37%</b>	
<b>THE PERCENTAGE OF MEN AND WOMEN WHO RECEIVE BONUS PAY</b>	<b>6.41%</b>	<b>MALE</b>
	<b>2.74%</b>	<b>FEMALE</b>

## THE PROPORTION OF MEN AND WOMEN IN EACH OF FOUR QUARTILE PAY BANDS

LOWER QUARTILE	72.39%	MALE
	27.61%	FEMALE
LOWER MIDDLE QUARTILE	74.63%	MALE
	25.37%	FEMALE
UPPER MIDDLE QUARTILE	69.40%	MALE
	30.60%	FEMALE
UPPER QUARTILE	75.19%	MALE
	24.18%	FEMALE