



Gender Pay Reporting 2023



Our Commitment

Chelsea Football Club is committed to fostering an environment where equality, diversity and inclusion are not just words but guiding principles that shape every aspect of our culture and operations.

We believe that everyone, regardless of race, ethnicity, gender, sexual orientation, age, ability, religion, or any other characteristic, deserves to be treated with dignity, respect and fairness.

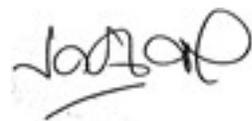
We strive to create opportunities for all individuals to thrive and contribute their unique talents, recognising that diversity drives innovation and excellence.

Understanding and addressing the gender pay gap is essential for promoting fairness and inclusive growth.

Through ongoing education, open dialogue and proactive initiatives, we continuously challenge ourselves to dismantle systemic barriers and create more equitable and inclusive opportunities for all.



Chris Jurasek
Chief Executive Officer



Jo Stone
Director of Human Resources



Introduction

Chelsea Football Club is made up of several business entities, with this gender pay report covering Chelsea Football Club Limited. We are required by the HMRC to report only on our entities with 250 or more employees, with Chelsea FC Ltd meeting this criteria. The definition of employee is found in the Equality Act 2010 and includes employees (those with a contract of employment), workers and agency workers (those with a contract to do work or provide services) and some self-employed people (where they personally perform the work).

This Gender Pay Gap Report covers only Chelsea Football Club as this is where we have 250 or more employees. This includes our men's team players and our stewards. Due to the structure of our businesses, other functions are excluded from this report as they fall under different entities, such as the Chelsea FC Women's team and the majority of our business support functions. To provide greater transparency on the numbers, we have provided the data both with, and without, the men's team players and coaching staff.

The Chelsea FC Foundation is also reported on in a separate report, as it is a separate entity.

DID YOU KNOW:

Gender pay differs from equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value – it is unlawful to pay people unequally because of gender. Gender pay shows the differences in the mean and median pay between men and women.



GOV.UK Gender Pay Gap Reporting 2023

Chelsea Football Club

Hourly Rate

Womens hourly
rate is

89%

Lower (mean)

7%

Lower (median)

Pay Quartiles

Top

Men

89%

Women

11%

Upper Middle

Men

83%

Women

17%

Lower Middle

Men

82%

Women

19%

Lower

Men

83%

Women

17%

Bonus

Women's bonus
pay is

98%

Lower mean

89%

Lower median

Who received
bonus pay

12%

of Men

9%

of Women

Overall

Men

84%

Women

16%



GOV.UK Gender Pay Gap Reporting 2023

CFC Excluding Men's Players &
Men's Team Management



Hourly Rate

Womens hourly
rate is

16%

Lower (mean)

-11%

Lower (median)

Pay Quartiles

Top

Men

81%

Women

19%

Upper Middle

Men

83%

Women

17%

Lower Middle

Men

84%

Women

16%

Lower

Men

80%

Women

20%

Bonus

Women's bonus
pay is

64%

Lower mean

-2383%

Lower median

Who received
bonus pay

4%

of Men

9%

of Women

Overall

Men

82%

Women

18%



