



# Gender Pay Gap Report

2021

Published April 2022



# Introduction

Welcome to our Gender Pay Gap Report for 2021. Brentford FC is an organisation which values, and is passionate about, diversity and inclusivity. We firmly believe that diverse teams make better decisions. We have also demonstrated this commitment to diversity at board level which will help ensure we stay focused on this important issue in our recruitment processes.

In this report you will see that our workforce has more men than women at all levels of the Club. This is something that we see across the industry and while this is not to be seen as an excuse, it is directly linked to our organisation's primary focus which is to compete as a men's professional football team. The make-up of our playing squad, football management and coaching staff has a significant impact on these results given the respective levels of salaries across these groups.

For us, open recruitment processes are critical and we try to advertise our roles to as wide an audience as possible. By advertising externally we get a much broader range of candidates. We welcome applications from all qualified applicants, particularly from underrepresented groups.

We are signatories to the FA's Leadership Diversity Code which has set targets for when we recruit new people. They're not targets for the sake of targets, they're targets because we believe a more diverse workforce will be a better workforce. Nevertheless, our recruitment decisions are always based on merit and suitability and we make no apology for that. Our processes will determine who is the best person for each role and we are committed to broadening our candidate shortlists, and treating and paying those we recruit fairly regardless of their gender.



**Jon Varney, Chief Executive**



# BeeTogether

## Our club-wide equality, diversity and inclusion campaign

Football is for everyone. It belongs to and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator. We aim, therefore, to bring people together in a way that supports positive change, makes people feel valued and improves the lives and inclusive experience of our fans and wider community.

We aim to promote equality, diversity and inclusion across all aspects of the club from our buildings to our policies, our recruitment to our communications, all under the club's campaign, **BeeTogether**.

We are committed, to confronting and eradicating any form of discrimination, whether it is of race (including ethnic origin, colour, nationality and national origin), religion or belief, sex, sexual orientation, marital or civil partner status, age, pregnancy or maternity, disability or gender reassignment.

At Brentford FC we treat everyone fairly and with respect.





# What is the Gender Pay Gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

It does not show differences in pay for comparable jobs. It is different to equal pay, which refers to men and women being paid equally for the same or similar work.

Based on the Government's methodology, we have calculated several ratios to understand the pay gap at the Club.

The gender pay gap is calculated by expressing women's pay as a percentage of men's pay.

- The **mean pay gap** is the difference in average hourly pay for women compared to men.
- The **median pay gap** is the difference in the hourly pay for the middle woman compared to the middle man when they are listed from the lowest paid to the highest paid.

The **bonus payment percentages** are intended to reflect the distribution of bonus payments made to men and women relevant employees, who were paid bonus pay in the 12 months that ended on the snapshot date.

We also show the percentage of men and women employees in **four equal sized groups of employees (quartiles)** based on their hourly pay.

## Understanding what a positive or negative percentage figure means

A positive percentage figure reveals that overall, employees who are women have lower pay or bonuses than employees who are men.

A negative percentage figure reveals that overall, employees who are men have lower pay or bonuses than employees who are women.

A zero percentage figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women.

Source: gov.uk



# 2021 Gender Pay Gap Results

All staff

These figures do not include our casual workforce who operate on a matchday. They also exclude staff who work for Brentford FC Community Sports Trust.

## Gender Pay Gap

**74%**  
DIFFERENCE IN  
MEAN PAY

**23%**  
DIFFERENCE IN  
MEDIAN PAY

Due to our business being predominately a men's professional football club, the mean salary for men will naturally be far greater than that of women.

## Bonuses

**59% OF  
MEN**  
RECEIVED A BONUS

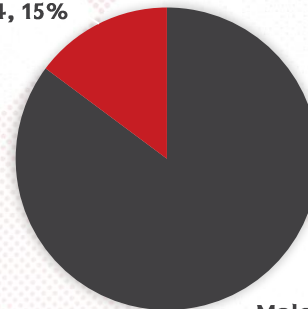
**96% OF  
WOMEN**  
RECEIVED A BONUS

**89%**  
DIFFERENCE IN  
MEAN BONUS PAY

**0%**  
DIFFERENCE IN  
MEDIAN BONUS  
PAY

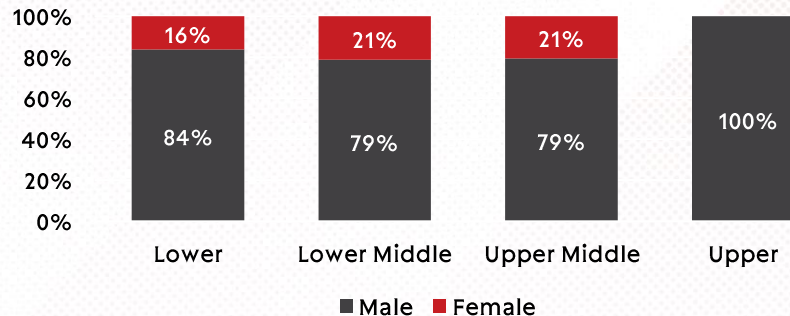
## Staff breakdown

Female,  
24, 15%



Male, 138,  
85%

## Proportion of employees in the pay quartiles





# 2021 Gender Pay Gap Results

## All staff excluding players

Given the nature of running a professional football club, the results can be heavily skewed given the levels of player salaries. We have therefore chosen to provide further details. These numbers exclude the players from the calculations shown on the previous page.

### Gender Pay Gap

**29%**  
DIFFERENCE IN  
MEAN PAY

**14%**  
DIFFERENCE IN  
MEDIAN PAY

When players are excluded from our data, the mean pay gap reduces significantly from 74% to 29%.

### Bonuses

**84% OF  
MEN**  
RECEIVED A BONUS

**96% OF  
WOMEN**  
RECEIVED A BONUS

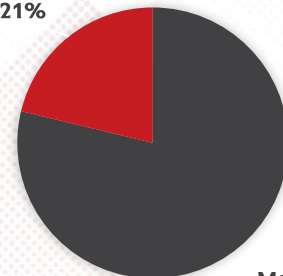
The remaining pay gap can mainly be explained due to their being more men in the football department and across senior management roles.

**77%**  
DIFFERENCE IN  
MEAN BONUS PAY

**0%**  
DIFFERENCE IN  
MEDIAN BONUS  
PAY

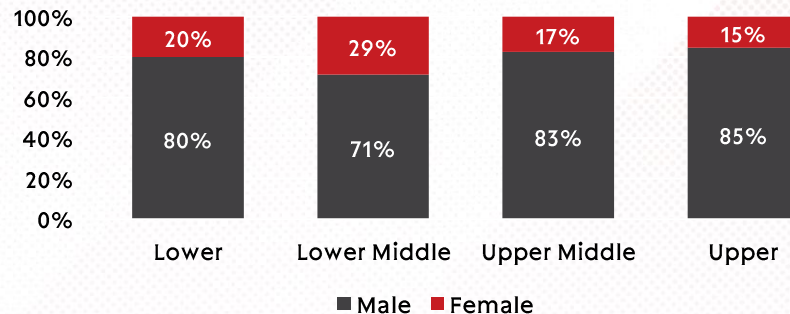
### Staff breakdown

Female,  
24, 21%



Male, 90,  
79%

### Proportion of employees in the pay quartiles





# 2021 Gender Pay Gap Results

## Off-field staff only

By removing both the players and all football management, performance, technical and coaching staff, we have also provided a third set of results to give a less skewed picture of our staff. Our off-field staff include all those working in commercial, finance, HR, IT, marketing, legal and business operations departments.

### Gender Pay Gap

**19%**  
DIFFERENCE IN  
MEAN PAY

**4%**  
DIFFERENCE IN  
MEDIAN PAY

Looking purely at off-field staff only, the mean pay gap reduces to 19%.

### Bonuses

**86% OF  
MEN**  
RECEIVED A BONUS

**100% OF  
WOMEN**  
RECEIVED A BONUS

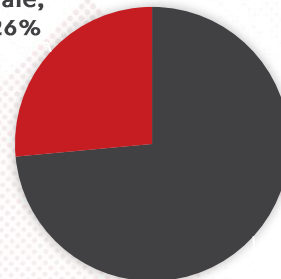
In 2021, according to the Office for National Statistics, the difference between average hourly earnings for men and women in the UK for all workers was 15.4%.

**41%**  
DIFFERENCE IN  
MEAN BONUS PAY

**0%**  
DIFFERENCE IN  
MEDIAN BONUS  
PAY

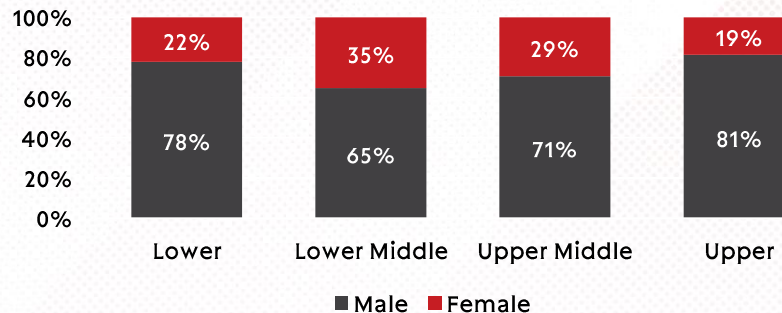
### Staff breakdown

Female,  
18, 26%



Male,  
50, 74%

### Proportion of employees in the pay quartiles





# The Future

We want to make Brentford FC a workplace, and a community, where women making a difference is an everyday activity and where equality and equity become the norm.

This cannot happen without the influence and leadership of all women across our community supporting other women to be their best selves and being able to contribute to our organisation, and being a place where women feel empowered and valued, are able to empower and create an environment where development, growth and aspiration are normal.

Here at Brentford FC, we have one of the most diverse Board of Directors in British sport. We are signatories to the FA's Leadership Diversity Code. We are working towards achieving the Premier League Equality, Diversity and Inclusion Standard. We have established an Employee Resource Group for our female staff.

We are proud of these achievements to date but recognise that we must not stand still. More work is needed to close the pay gap identified in this report and to embed inclusivity and equality into everything we do.

Through our ongoing work in this area, the business has a unique opportunity to learn from women, to be led by women and to develop women. We will stand side by side with them, as allies, to foster a business and culture where women make a tangible and felt difference, and where what we want to achieve, we can do so, because the barriers for women are removed and pathways to success are clear, achievable and supported.



*Monique Choudhuri*

**Monique Choudhuri,  
Independent Non-Executive  
Director**