



Gender Pay Gap Report

March 2026

Gender Pay Gap

This report contains Brighton & Hove Albion Football Club Ltd.'s statutory disclosure of the gender pay gap, the reasons for it and the steps we are taking to close it.

Introduction - What is the gender pay gap?

The gender pay gap is the difference between the average hourly pay of men and women working for an organisation. It is not the same as equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

We are comfortable that we pay men and women the same rates for performing the same roles. The law requires any company with more than 250 employees to publish its gender pay gap in accordance with the Equality Act 2010 Gender Pay Gap Information (Regulations 2017 "the Regulations"). This statement has been produced with reference to the Regulations and the associated guidance issued by ACAS and the Government Equalities Office, entitled Managing Gender Pay Gap Reporting. The Regulations require all organisations to make calculations based on employee gender on an annual basis.

We use our HR and payroll records to complete the calculations, which include gender identification data provided by employees. We are required to carry out six calculations that show the difference between the average earnings of men and women at the Club. This does not involve publishing individual employees' data.

All the statutory calculations include our men's players, playing staff, and all other staff across the club including casual staff, sessional staff and those engaged on worker agreements.

Our women's playing squad is not included in this data as they are employed by Brighton & Hove Albion Women's Football Club.

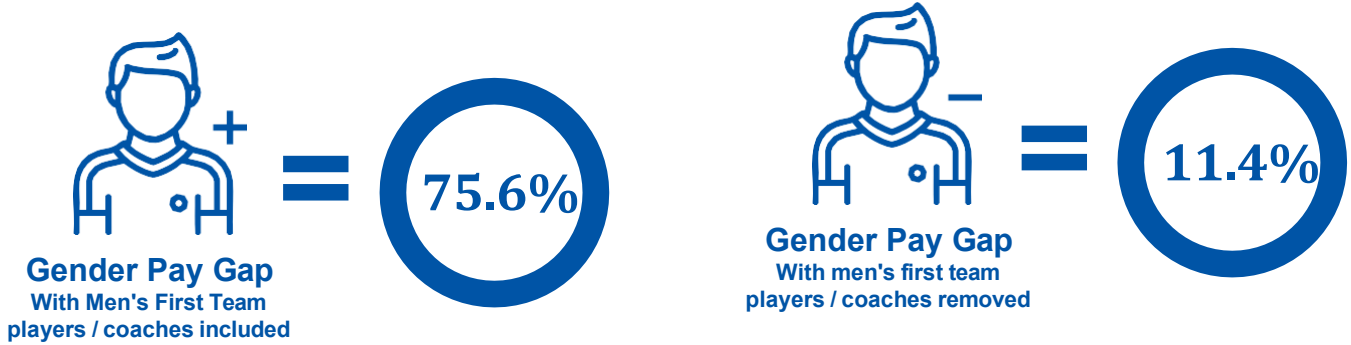
The reference date is 05 April 2025 - this is known as the "snapshot date". The comparison data in this report references April 2024 (which informed our April 2025 report).

Our Numbers

Gender Pay Gap

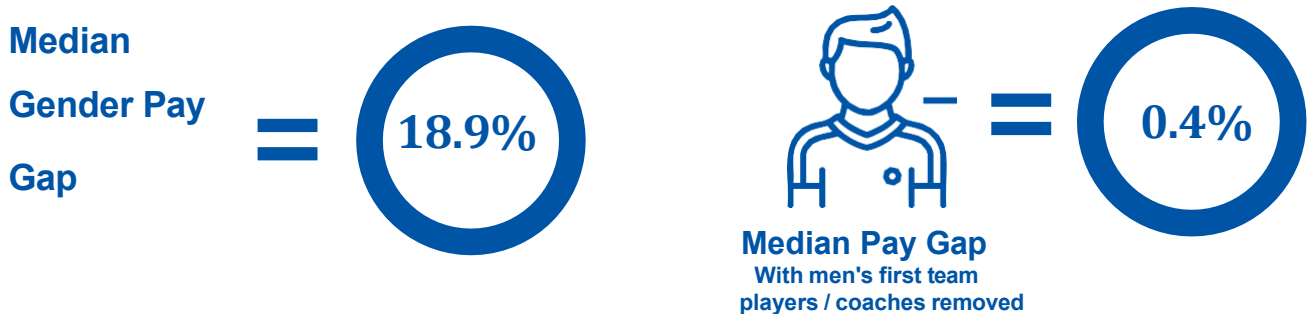
BHAFC's gender pay gap - based on hourly rates of pay as at 5th April 2025 sees women earn 75.6% (mean) less than men, and 18.9% (median) less than men.

When you exclude player and first team coaching staff data, this gap reduces to 11.4% (mean) and when looking at the median difference, the result is that there is a 0.4% gap.



Why is there a gender pay gap?

The underlying reason for our mean gender pay gap is that we include men's player data in our statutory report and there is a large disparity between male player wages and those of the rest of our employees.



Comparison to previous year

	Statutory Numbers (including players and first team coaching staff)				Numbers (excluding players and first team coaching staff)			
	Mean (Average) 2025	2024	Median (Mid-Point) 2025	2024	Mean (Average) 2025	2024	Median (Mid-Point) 2025	2024
Pay Gap	75.6%	79%	18.9%	0%	11.4%	11%	0.4%	0%

Bonus Gap

	Statutory Numbers (including players and first team coaching staff)				Numbers (excluding players and first team coaching staff)			
	Mean (Average) 2025	2024	Median (Mid-Point) 2025	2024	Mean (Average) 2025	2024	Median (Mid-Point) 2025	2024
Bonus Gap	93%	86%	25%	3.2%	61.2%	46.8%	16.7%	-53%

There is a 25% median bonus pay gap with players and first team coaching staff included, and when removed to give a more accurate reflection of the club's bonus payments for employees, the median shows a 16.7% difference.

The bonus amounts paid to players and first-team coaching staff are significantly higher than those paid to non-playing staff which skews the overall data. When you remove players and first team coaching staff from the data the bonus gap decreases. The principal reason for the bonus gap is that there are fewer female employees than male employees. The Club also had a different staff bonus structure during this particular reference period along with a small number of exceptional loyalty bonuses paid to senior staff at the end of the 23/24 season.

Proportion of employees receiving a bonus

	Statutory Numbers (including players and first team coaching staff) 2025	2024	Statutory Numbers (excluding players and first team coaching staff) 2025	2024
	Men	52.9%	61.2%	48.8%
Women	50.7%	62.3%	50.7%	62.3%

As with our previous report, the proportion of male employees receiving a bonus is greater when you include players and first team coaching staff data due to the structure of player contracts and factors such as appearance bonuses.

There were a number of employees who received a bonus during the reference period who were no longer employed on the snapshot date so they don't feature in this data. In addition, there were a number of employees who were employed as at the snapshot date and would therefore have been included in the dataset as a relevant employee, but who would not yet have had the opportunity to earn a bonus.

When you exclude players and first team staff from the data, the proportion of women receiving bonuses is greater than that of men.

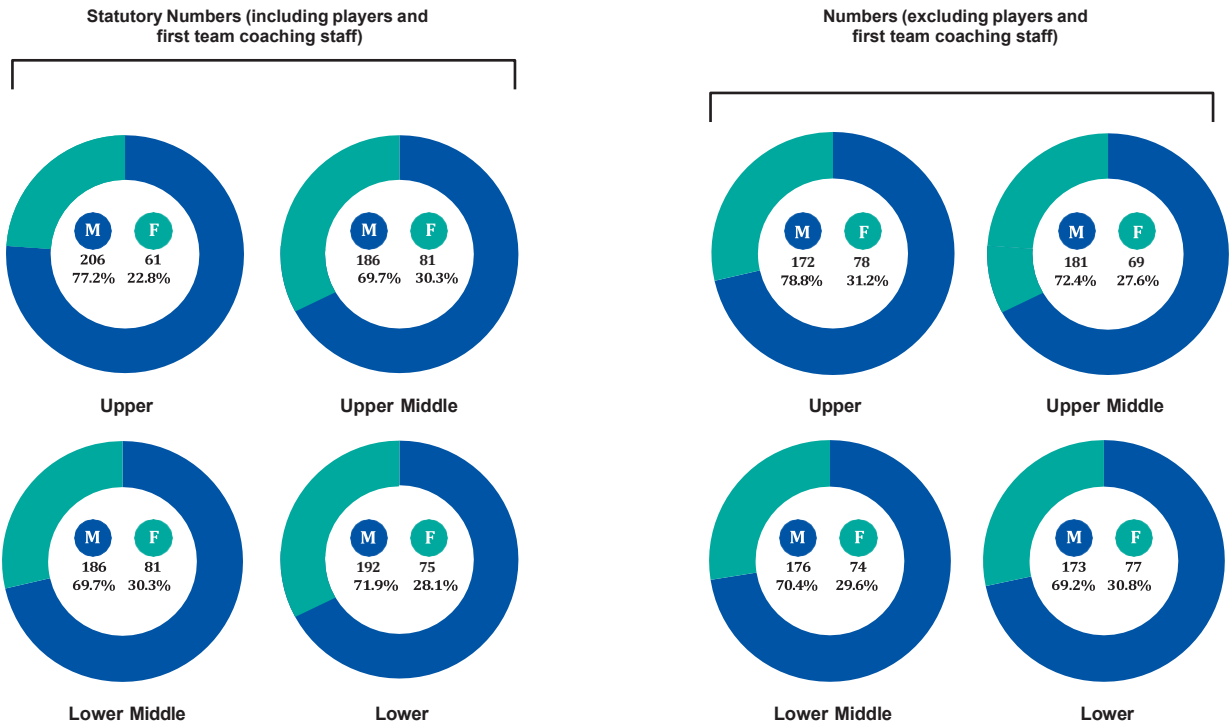
The club continues to work to increase the overall staffing gender balance which is at the time of writing is 70% male and 30% female employees overall across the whole club. Our most gender balanced area of the club is our women's and girls' football staffing group which has a gender balance of 53% men and 47% women.

Pay Quartiles

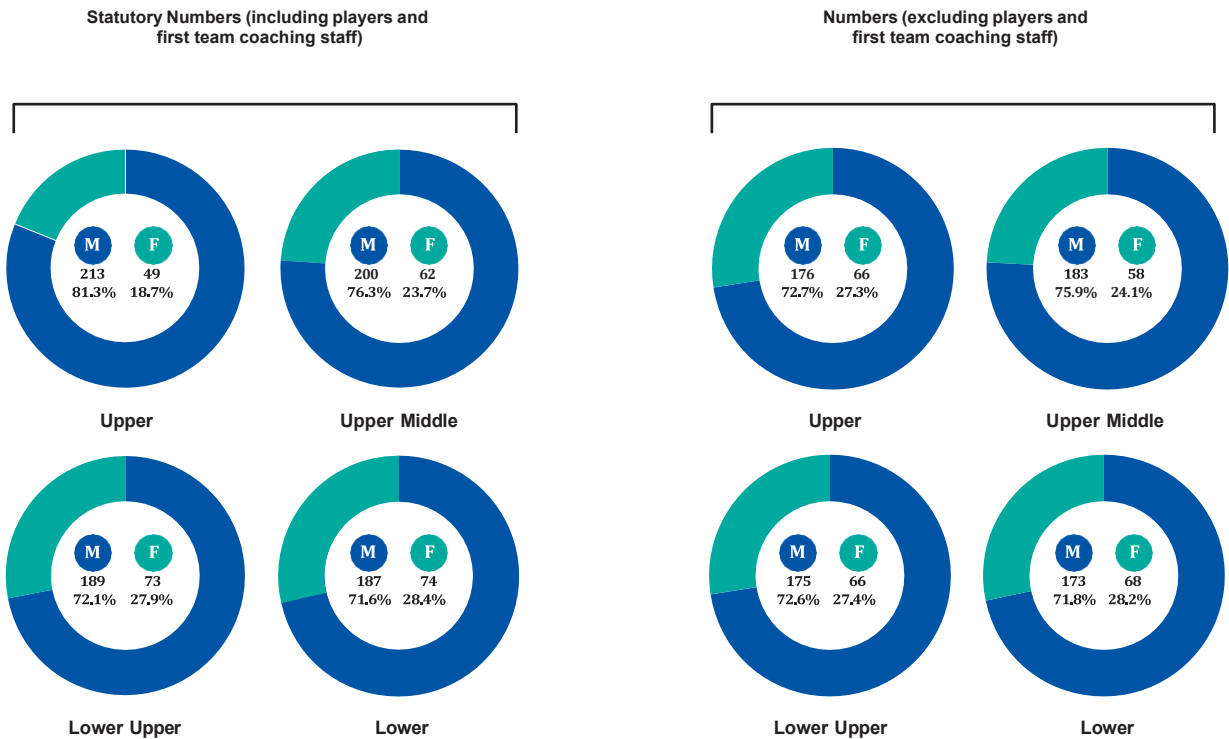
Pay quartiles show the split of men and women in each quarter of our workforce when ordered by remuneration received.

2025 Data

Men Women



2024 Data



Female representation in the upper quartile when including players and first team coaching staff continues to rise, from 18.7% in 2024 to 22.8% in 2025, and in the upper middle we see a rise of 6.6%, from 23.7% in 2024 to 30.3% in 2025. The data reflects clear progression pathways for female employees throughout the organisation.



Gender Pay Gap Report:

2025/26 Progress Report

At Brighton & Hove Albion Football Club, our commitment to gender equality sits vitally within our EDI strategy, where female representation sits as one of our strategic EDI priorities and is embedded within our TEAM Brighton values. By identifying and removing barriers to inclusion and progression, we are building a culture where talent is the prerequisite for success. This year has seen significant strides in leadership representation, recruitment, and bespoke training, ensuring that our 'Aim High' agenda remains a living reality for every employee.

Strategic Leadership & Representation

We continue to deliver on our long-term commitment to increase gender diversity within our senior leadership teams, a key component of our leadership strategic pillar. A milestone achievement this season was the promotion of Rose Read to the role of Chief People & Culture Officer, and her appointment to the Club's main board; the first woman to join the board in an executive capacity. Rose's appointment brings the number of women on the board to three, alongside non-executive directors Anna Jones and Michelle Walder. This ensures female voices are directly shaping our highest-level strategic decisions and aligns with our goal to encourage leadership at all levels.

The Club also introduced a new strategic leadership group (SLG) to our management structure earlier in the 2025/26 season. Of the eight members of the SLG, two are women. Furthermore, our new partnership with the Powerhouse Project has allowed us to welcome our first intern into the women's & girls' coaching department, fostering the next generation of technical leaders within the club.

As part of our commitment to creating an inclusive culture and diverse career pathways, we have strategically utilised the Albion Internship programme this year to drive gender diversity across multiple departments. By opening these specialised roles to female talent, we are actively removing traditional barriers to entry and ensuring that our workforce better reflects our Vision 2030 representation targets.

Learning & Evolving: Training & Development

In line with our learning & evolving strategic pillar, we have established a cycle of continuous improvement where education informs systemic change. Our management programs are creating a robust internal pipeline of female leaders, with 22 women having either completed or currently undergoing the 'Brilliant Basics' foundational training. Our advanced 'Courageous Captaincy' management framework has seen 28 women participate so far, with a further 15 scheduled to join the programme next season. By embedding EDI themes into this training, we are ensuring our leaders are equipped to champion an inclusive culture. To expand on this growth, we also hosted the prestigious Women in Football (WIF) Leadership Programme at the American Express Stadium in early 2026, awarding places to several of our own female colleagues to further refine their leadership expertise.

Inclusive Recruitment & Support

We are witnessing a surge in interest in club vacancies from female professionals, receiving 2,651 applications in 2024/25 and already reaching 3,528 applicants for the 2025/26 period. This growth is driven by strategic sourcing through platforms like Diversity Jobs and the 'Jobs4Mum' board, which help us reach a diverse talent pool. To support our workforce holistically, we have introduced three vital new policies this year covering domestic abuse, menopause, and menstruation. These initiatives ensure that wellbeing remains a golden thread through our operations here.



Engagement & Impact

Our influence extends beyond our internal staff and into the wider football industry, fulfilling our vision to be a global role model. From our staff to our expanding female fanbase, we are working towards our 2030 target of 37.5% female staff representation to ensure football is a game where everyone belongs. As set out in last year's report, we remain committed to building a women's football stadium in Brighton & Hove, specifically designed to meet the unique needs of the female athlete and fans of the women's game.

While we celebrate achieving the Advanced Level of the Premier League Equality Diversity and Inclusion Standard (PLEDIS), we recognise that closing the gender pay gap is an ongoing journey. We remain dedicated to transparency, equity, and the transition toward a level playing field here at Brighton and Hove Albion FC.

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in black ink, appearing to read 'M. Had.', followed by a period.

On behalf of Brighton & Hove Albion Football Club