



Gender Pay Gap Report

April 2025

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

The reference date is 05 April 2024 - this is known as the "snapshot date".

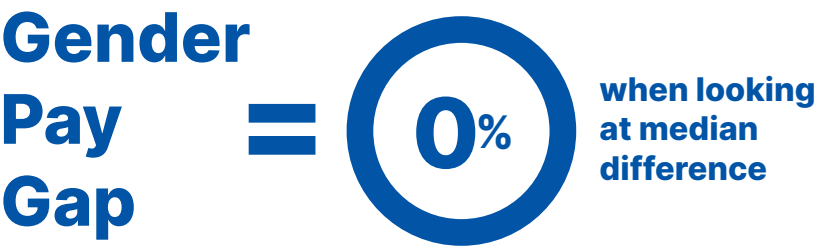
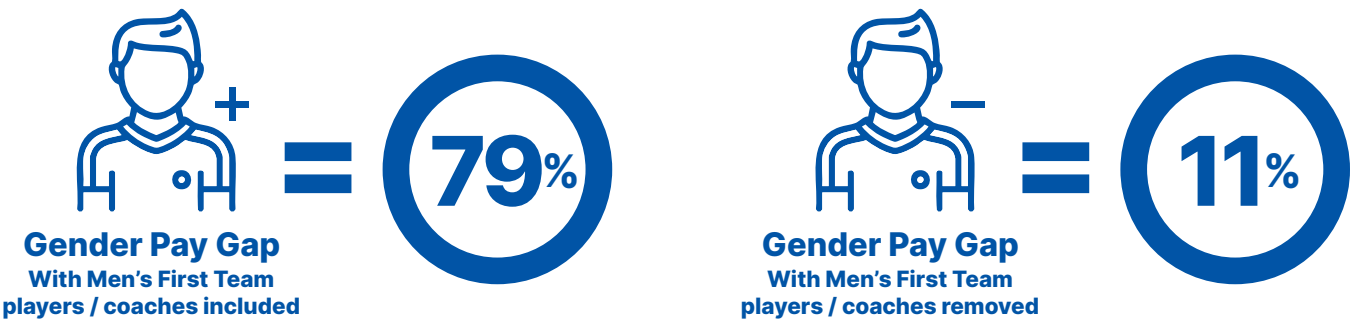
The comparison data in this report references April 2023 (which informed our April 2024 report).

Our Numbers

Gender Pay Gap

BHAFC's gender pay gap- based on hourly rates of pay as at 05 April 2024 sees women earn 79% (mean) less than men, and 0% (median) less than men.

When you exclude men's players and men's first team coaching staff data, this gap reduces to 11% (mean) and when looking at the median difference, the result is that there is no gap at all (0% median).



	Statutory Numbers (including players and first team coaching staff)				Numbers (excluding players and first team coaching staff)			
	Mean (Average) 2024	2023	Median (Mid-Point) 2024	2023	Mean (Average) 2024	2023	Median (Mid-Point) 2024	2023
Pay Gap	79%	75%	0%	0%	11%	11.8%	0%	0%
Bonus Gap	86%	93.3%	3.2%	48%	46.8%	66.4%	-53%	-19.1%



Our Numbers

Mean Bonus Gap

when including MFT (Men's First Team) players and coaching staff



Mean Bonus Gap

when excluding MFT players and coaching staff



Median Bonus Gap

when including MFT players and coaching staff



Median Bonus Gap

when excluding MFT players and coaching staff



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 remains a large disparity between male player wages and those of our employees. Our mean gender pay gap once players and first team coaching staff data are removed is now 11%, which is a drop of -0.8% on 2023 data; and -12% since our 2021 report.

Bonus Gap

Proportion of employees receiving a bonus

There were a number of employees who received a bonus during the reference period who were no longer employed on the snapshot date. In addition, a proportion of employees who were recently employed as at the snapshot date and would therefore have been included as a relevant employee would not yet have had the opportunity to earn a bonus.

	Statutory Numbers (including players and first team coaching staff) 2024	2023	Statutory Numbers (excluding players and first team coaching staff) 2024	2023
Males	61.2%	67.9%	57.9%	62.1%
Females	64%	62.3%	64%	62.3%

As with our previous report, the proportion of male employees receiving a bonus is greater when you include player and first team coaching staff data due to the structure of player contracts and factors such as appearance bonuses. The bonus amounts paid to players and first-team staff are also significantly higher than those paid to non-playing staff. When you exclude players and first team staff, the proportion of females receiving bonuses is greater than that of males.

The club continues to work to increase the gender balance which is at the time of writing is 75% male and 25% female employees.

When player and first team coaching staff data is excluded, the gap once again narrows. The principal reason for the difference is that there are fewer female employees than male employees.

There is a 3.2% 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 -53% difference, favouring female employees.

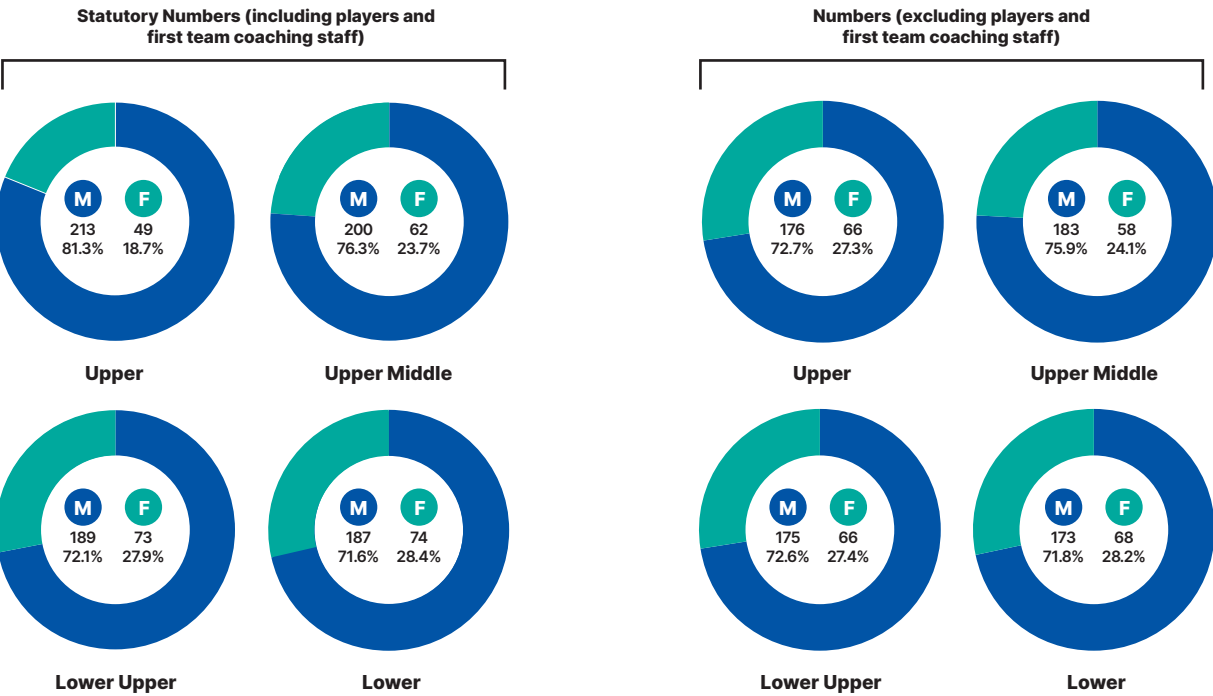
Pay Quartiles

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

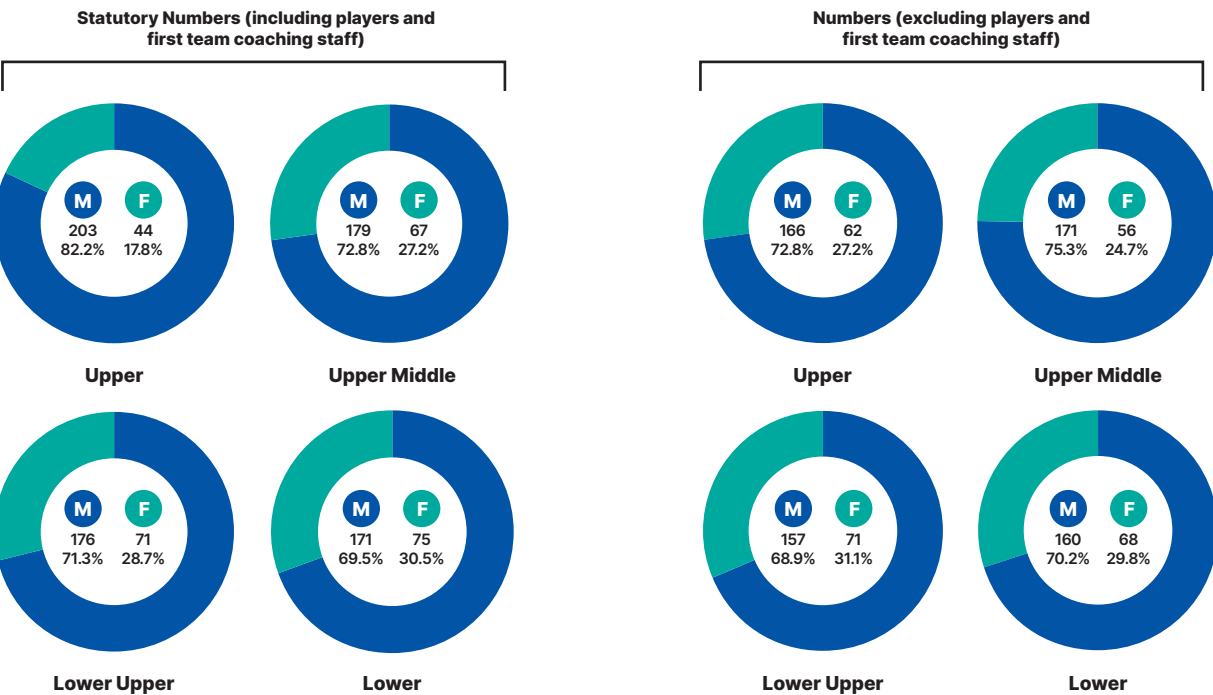


2024 Data

Males Females



2023 Data



2024 data shows an increase in the representation of female employees in the upper quartile from 17.8% in 2023, to 18.7% in 2024 when including men's players and first team coaching staff. When we exclude men's players and first team coaching staff it is evident that women are proportionally represented in all four quartiles when taking into account the overall gender split of the club's employees (75% v 25%).



Closing The Gap

What we have done and our plans for the future

We continue to be committed to helping women achieve their full potential throughout their career. We have an established equality delivery plan, and we have now achieved the advanced level of the Premier League's Equality, Diversity & Inclusion Standard, having already previously attained the Intermediate and preliminary levels. This has enabled us to put in place measurable steps to further demonstrate the club's commitment to embedding equality, diversity and inclusion into everything we do.

The club continues with our 'Aim High' agenda to identify and remove barriers to inclusion and progression for female employees and this work continues to be supported by our corporate membership of Women in Football and our women's equality network.

We remain committed to improving our gender balance, which will help us further close the pay gap. Our focused efforts in recruitment and selection have led to an increase in applications from female candidates, allowing us to employ more women. Between April 2023 and March 2024, 40% of our new employees were female.

In our 2021 Gender Pay Gap report, we committed to increasing gender diversity within our senior leadership teams by creating pathways to help women become 'board ready'. Within the first 12 months of this initiative, we added a new female member to the women's board. Since then, we have welcomed another female board member in 2023 and an additional female board member to the main club board in 2024. We remain dedicated to working closely with our female employees to eliminate barriers to senior leadership positions.

Furthermore, since the launch of the club's new management training program 'Brilliant Basics' in 2024, designed to empower current and aspiring managers, a total of 111 individuals have completed the first level of training. Notably, 28% of the participants were female, fostering a more inclusive pathway based on performance and potential rather than gender.

As part of our wider female inclusion agenda, we continue to be actively working to increase the number of women and girls playing football in our academy, and via our Foundation community programmes, and to increase the number of female coaches in our men's and women's coaching set up as well as taking action to increase the number of female fans supporting both our men's and women's first teams. The club has committed to building a dedicated women's stadium and sees this as a key step in creating opportunity for growth in women's football, across our women's and girls' academy, and for the local community.

The club boasts several employee networks dedicated to promoting equality and equity. These groups not only support club employees but also engage with the local community to influence club strategy and implement policies that enhance equality, diversity, and inclusion. For instance, the network played a pivotal role in developing and delivering a suite of new policies, including an enhanced maternity leave policy and new support measures for current and future parents.

They also supported the 2024 Women in Football initiative by organising a special careers event. During this event, 149 women and girls visited the club to learn about and explore career opportunities in football and to meet and learn from women working in various roles and departments within the sport.

Closing The Gap

What we have done and our plans for the future

As a club with equality and diversity at the heart of its values, we are committed to continuing our journey towards fair and equal opportunities for all, irrespective of age, sex, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex or sexual orientation.

☒ **Achieved Premier Leagues Equality, Diversity & Inclusion Standard Advanced level**

☒ **Corporate member of Women in Football**

☒ **40% of applicants are now female**

☒ **Three new female board members across Women's and Men's boards**

☒ **Commitment to build a women's stadium** (designed specifically for the needs of female athletes)

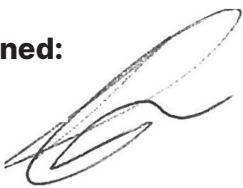
☒ **New parental policies launched in 2024**

☒ **149 women and girls attended a women in football careers event at the Amex**

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:



Brighton & Hove Albion Football Club