



SHEFFIELD WEDNESDAY
GENDER PAY GAP
REPORT 2024

GENDER PAY GAP REPORT 2024

Legislation requires the club to publish details annually of our gender pay gap, this includes all staff, including the players. The time period covered by the report is the snapshot date of 5th April 2023. We must report on six metrics required by the legislation, these are:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. We are committed to becoming a more diverse organisation and industry that will better represent the people in our region and other industries, where possible. Our club is committed to pay equality, based on merit only and never linked to gender and continues to work on its efforts to introduce initiatives to improve diversity and inclusion.

Taking into account the reporting guidelines and requirements for Gender Pay Reporting on the snapshot date of 5th April 2023 the club had 83% male staff (last year 82%) and 17% female staff (last year 18%). The total number of employees paid on the snapshot date of 5th April 2023 decreased from 233 to 205.

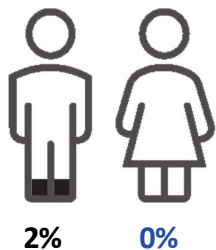
HOURLY PAY DIFFERENCE BETWEEN MALE AND FEMALE



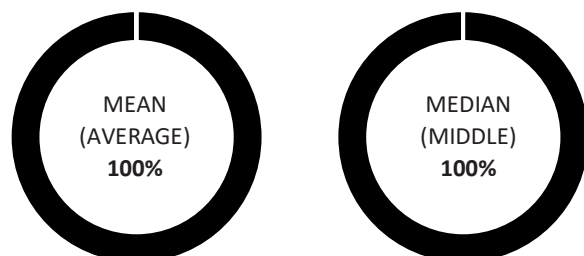
Due to our industry employing professional football players, our results show more of a gap than other industries. These roles are filled by men as all professional football players at SWFC are male due to regulation governing our sport. This has a substantial impact on the results when comparing male and female hourly pay rates.

BONUS PAY GAP

Proportion of employees receiving a bonus:



Proportion of employees receiving a bonus:



The bonus figure includes all 1st team professional football player related bonuses and football management staff performance bonuses. The reported bonuses are the ones which were paid in the pay period including the snapshot date of 5th April 2023 as per the Gender Pay Gap reporting guidelines. Currently, the majority of our permanent staff do not participate in a bonus scheme, however for a number of permanent staff, there are other bonuses that are paid at certain occasions, for example Top 6 and promotion. Had these bonuses been included in our report, the calculations would have shown that 5% of males and 1% of females received bonuses.

THE CHARTS BELOW SHOW THE GENDER MAKE-UP OF OUR STAFF IN EACH OF THE FOUR SALARY 'QUARTILES'

LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



WHAT WE HAVE DONE SO FAR

- Our EDI Code of Practice working group meet regularly in implementing key actions around EDI in the workplace and in promoting a more inclusive organisation.
- All recruitment managers have completed Safer Recruitment Training in ensuring a consistent, fair, and safe process is followed when recruiting for vacancies.
- The iRecruit platform is used for candidates to apply for vacancies. This ensures the right person is recruited based on the skills, knowledge, and qualifications of the role in relation to the job specification.
- Academy have increased their number of female employees to 4 female employees in a male dominant environment.
- Senior Management vacancies open to all applicants of all genders.

John Redgate, Finance Director has approved this statement.