

The Brentford FC pay gap

Based on the Government's methodology, we have calculated several ratios showing the pay gap at Brentford Football Club. The 'pay gap' refers to the difference in the average pay between men and women across the business and is different to equal pay, which refers to men and women being paid equally for the same or similar work.

(i) Gender Pay Gap - Reported				
Difference in mean pay	62%	Difference in mean bonus pay	98%	
Difference in median pay	37%	Difference in median bonus pay	0%	
Percentage receiving a bonus	Men	76%	Women	100%
Proportion of employees in the quartile pay bands:				
	Men		Women	
Upper	98%		2%	
Upper Middle	78%		22%	
Lower Middle	86%		14%	
Lower	62%		38%	

What does our pay gap information show?

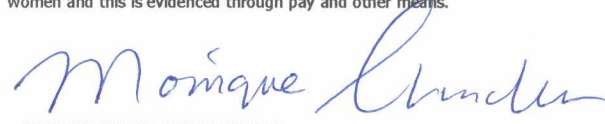
Due to our business being predominantly a men's professional football club, the mean average salary for men will understandably be far greater than that of women. When players are excluded from our data as in table (ii) below, the mean pay gap reduces from 62% to 30%. This pay gap is due to there being more men at senior levels within the business, notably in the coaching and training side of the business. If we look at just 'Off-field' staff in table (iii) further below then the gap reduces to 17%.

(ii) Gender Pay Gap - Excluding players				
Difference in mean pay	30%	Difference in mean bonus pay	31%	
Difference in median pay	24%	Difference in median bonus pay	0%	
Percentage receiving a bonus	Men	89%	Women	100%
Proportion of employees in the quartile pay bands:				
	Men		Women	
Upper	79%		21%	
Upper Middle	82%		18%	
Lower Middle	67%		33%	
Lower	60%		40%	

(iii) Gender Pay Gap - Off field				
Difference in mean pay	17%	Difference in mean bonus pay	0%	
Difference in median pay	17%	Difference in median bonus pay	0%	
Percentage receiving a bonus	Men	89%	Women	100%
Proportion of employees in the quartile pay bands:				
	Men		Women	
Upper	72%		28%	
Upper Middle	71%		29%	
Lower Middle	61%		39%	
Lower	53%		47%	

Future actions to address the pay gap

Although addressing this gap may prove challenging on the 'On-field' side of the business, active steps are being taken through a variety of measures to promote gender equality and a diverse workforce at every level of our organisation, but more specifically the 'Off-field' side of our business. Brentford Football Club is committed to closing this gap, which will continue until all levels of the organisation have a balanced representation of men and women and this is evidenced through pay and other means.



 Monique Choudhuri
 Board Director