

## 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.

### Gender Pay Gap

Difference in mean pay	70%	Difference in mean bonus pay	99%
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Difference in median pay	29%	Difference in median bonus pay	98%
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Percentage receiving a bonus	Men	- 16%
	Women	- 3%

Proportion of employees in the quartile pay bands:		
	<b>Men</b>	<b>Women</b>
Upper	89%	11%
Upper Middle	78%	22%
Lower Middle	57%	43%
Lower	54%	46%

### Gender Pay Gap - No Players

Difference in mean pay	31%	Difference in mean bonus pay	97%
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Difference in median pay	29%	Difference in median bonus pay	97%
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Percentage receiving a bonus	Men	- 2%
	Women	- 3%

Proportion of employees in the quartile pay bands:		
	<b>Men</b>	<b>Women</b>
Upper	81%	19%
Upper Middle	73%	27%
Lower Middle	53%	47%
Lower	48%	52%

### **What does our pay gap information show?**

Due to our business being a men's professional football club, the mean average salary for men will always be far greater than that of women. When players are discounted from our data, the mean pay gap reduces from 70% to 31%. 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.

Although addressing such a gap may prove challenging on the football side of the business, active steps are taken through performance management reviews to remove gender bias and to promote a diverse workforce. Brentford FC is committed to addressing this gap which will persist until every level of the organisation has a fair representation of men and women.

A handwritten signature in black ink, appearing to read 'Cliff Crown', with a stylized flourish at the end.

Cliff Crown  
Chairman