ASTON VILLA
FOOTBALL CLUB

Gender Pay Gap Report 2017

Everyone here at Aston Villa Football Club (AVFC) is '**Part of the Pride**', and creating a diverse, inclusive and gender-balanced workforce is one of the most important keys to our success.

We recognise that historically the football world has been a male dominated environment, but we strongly believe in our policy to recruit the most suitable person for the job, irrespective of their gender. We very much welcome the transparency of Gender Pay and so, we have taken the decision to reflect our data in a unique way – showing our Gender Pay Gaps, both including and excluding our 'high football earners' - this ensures that everyone can draw genuine comparisons and conclusions without any bias or distortion in our data.

Gender Pay Gap *- as at 7 April 2017*

Whilst we have a mean gender pay gap of 74% and Median gap of 7% (with Professional Playing Team included), this figure reduces to 18% and 0.5% respectively when Professional Playing Team are not included. This indicates that whilst we are in line with the UK's National Average of 18.1% (without Professional Playing Team), we still have some way to go and we will improve this by striving to deliver our action plan outlined in this report.

Difference between Male & Female	Mean Average	Median
Gender Pay Gap ***with*** *Professional Playing Team*	74% *in favour of males*	7% *in favour of males*

Difference between Male & Female	Mean Average	Median
Gender Pay Gap ***without*** *Professional Playing Team*	18% *in favour of males*	0.5% *in favour of males*

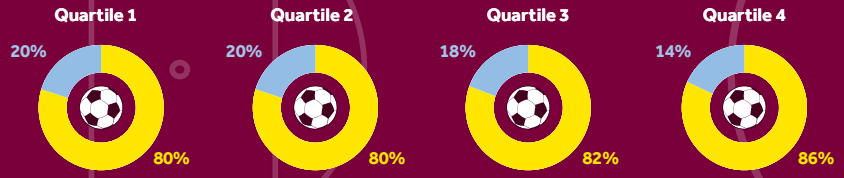
Note: *The UKs National Gender Pay Gap (Office for National Statistics 2016) stands at* ***18.1%****.*

Pay Quartiles *- as at 7 April 2017*

Proportion of males and females when divided into four groups ordered from lowest to highest pay

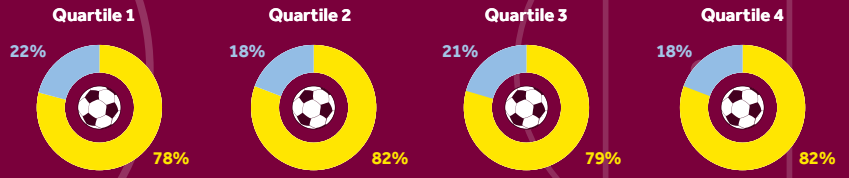
The Club is made up of 18% female / 82% male (including Professional Playing Team) or 20% female / 80% male (excluding Professional Playing Team). In both cases, females are represented less in the higher pay quartiles because we have over 4 times more males holding senior positions within the Club. However, the Club has already made some progress in this area through continuing to appointing females at more senior levels.

With Professional Playing Team included
Each quartile contains 186 number of employees (except quartile 4 which holds 185 employees)





Without Professional Playing Team included
Each quartile contains 171 number of employees (except quartile 4 which holds 170 employees)



Gender Bonus Gap *- 12 months up to 5th April 2017*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***with*** *Professional Playing Team*	83.5% *in favour of males*	19% *in favour of females*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***without*** *Professional Playing Team*	27% *in favour of females*	83% *in favour of females*

Proportion of employees receiving a 2016 Bonus Payment *- 12 months preceeding 5th April 2017*

With Professional Playing Team included



Without Professional Playing Team included



Levelling the playing field

Goal 1 – Take 'Pride' in our Recruitment Practices - Achieving the right gender balance is important for us to be successful on a global platform so we are committed to reviewing our adverts to ensure more gender-neutral language is used, utilise social media channels and other recruitment tools as widely as possible to attract a more diverse and inclusive applicant pool, challenge our managers on their recruitment processes and decisions to hire, ensuring Pay Gap analysis at the point of recruitment and encourage more females to develop within the sports, health and coaching-related careers.

Goal 2 – Be 'Passionate' about Inclusivity - We will review all of our Policies and Procedures across the Club to ensure that Equal Opportunities, Inclusivity and Diversity are actively encouraged and fully embraced in everything that we do. We will introduce Unconscious Bias Training across the Club and are also committed to continually examining and removing any barriers to flexible working where possible.

Goal 3 - Challenge the 'Purpose' of our Pay and Reward Structures – We really value our employees and their contribution so it is important to ensure that they are rewarded fairly for what they do. We will introduce consistent job levelling across all our roles, ensuring that each of our roles are linked to goals and performance objectives and undertake pay benchmarking on a regular basis. This will enable us to actively challenge and review our decisions on all pay increases and bonuses across the Club.



Keith Wyness
Chief Executive Officer (CEO)