Gender Pay Gap Report 2019

Aston Villa Football Club (AVFC) is committed to creating a diverse, inclusive and gender-balanced workforce.

We strongly believe in our policy to recruit the most suitable person for the job, irrespective of their gender. We are transparent in our data by showing our true Gender Pay Gaps, both including and excluding our Professional Men's Playing Team to provide clarity and remove bias and distortion in our report



Christian Purslow
Chief Executive Officer (CEO)

Gender Pay Gap *- as at 6 April 2019*

Whilst we have a mean gender pay gap of 72.7% and Median gap of 6.22% (with Professional Playing Team included), this figure reduces to 14.15% and 1.52% respectively when Professional Playing Team are not included. We are pleased to report that our mean gender pay gap is now below the UK's National Average of 17.3% (without Professional Playing Team). This is a reflection of the positive work undertaken so far across the Club and we will continue to drive this forward in future years.

Difference between Male & Female	Mean Average	Median
Gender Pay Gap ***with*** *Professional Playing Team*	72.7% *in favour of males*	6.22% *in favour of males*

Difference between Male & Female	Mean Average	Median
Gender Pay Gap ***without*** *Professional Playing Team*	14.15% *in favour of males*	1.52% *in favour of females*

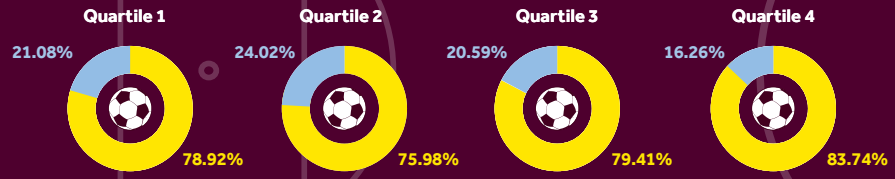
Note: *Note: The UKs National Gender Pay Gap (Office for National Statistics 2019) stands at 17.3%.*

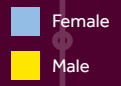
Pay Quartiles *- as at 6 April 2019*

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

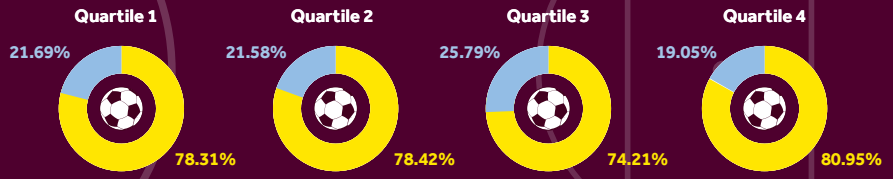
The Club is made up of 28.26% female / 77.97% male (excluding Professional Playing Team) or 20.49% female /79.51% male (including Professional Playing Team). However, the Club has already made some progress through appointing more females at senior levels.

With Professional Playing Team included
Each quartile contains 204 employees (except quartile 4 which holds 203 employees)





Without Professional Playing Team included
Quartiles 1 and 4 contains 189 employees and Quartiles 2 and 3 hold 190 employees



Gender Bonus Gap *- 12 months up to 5 April 2019*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***with*** *Professional Playing Team*	97.05% *in favour of males*	75.35% *in favour of males*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***without*** *Professional Playing Team*	29.42% *in favour of females*	3.47% *in favour of females*

Proportion of employees receiving a 2018/19 Bonus Payment *- 12 months preceding 5th April 2019*

With Professional Playing Team included



Without Professional Playing Team included

