ASTON VILLA
FOOTBALL CLUB

Gender Pay Gap Report 2018

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.



Christian Purslow
Chief Executive Officer (CEO)

Gender Pay Gap *- as at 6 April 2018*

Whilst we have a mean gender pay gap of 73% and Median gap of 1.8% (with Professional Playing Team included), this figure reduces to 16.6% and 3.8% respectively when Professional Playing Team are not included. This indicates that whilst we are in line with the UK's National Average of 17.9% (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*	73% *in favour of males*	1.8% *in favour of males*

Difference between Male & Female	Mean Average	Median
Gender Pay Gap ***without*** *Professional Playing Team*	16.6% *in favour of males*	3.8% *in favour of males*

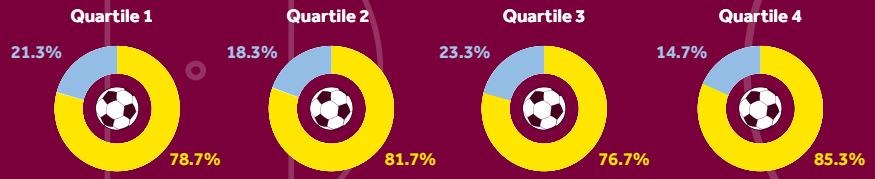
Note: *The UKs National Gender Pay Gap (Office for National Statistics 2018) stands at* ***17.9%.***

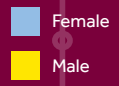
Pay Quartiles *- as at 6 April 2018*

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

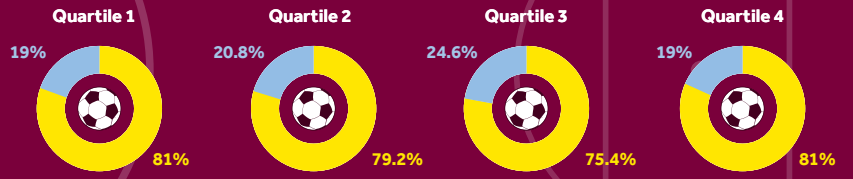
The Club is made up of 20.8% female / 79.2% male (excluding Professional Playing Team) or 19.4% female / 80.6% male (including Professional Playing Team). In both cases, females are represented less in the higher pay quartiles because we have over 4 times more males holding senior positions within the Club (excluding Professional Playing Team). However, the Club has already made some progress in this area through appointing females at more senior levels.

With Professional Playing Team included
Each quartile contains 197 number of employees





Without Professional Playing Team included
Quartiles 1 and 4 contains 184 employees and Quartiles 2 and 3 hold 183 employees



Gender Bonus Gap *- 12 months preceding 5th April 2018*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***with*** *Professional Playing Team*	95.4% *in favour of males*	3.5% *in favour of females*

Difference between Male & Female	Mean Average	Median
Gender Bonus Gap ***without*** *Professional Playing Team*	5.9% *in favour of females*	66.7% *in favour of females*

Proportion of employees receiving a 2017/18 Bonus Payment *- 12 months preceding 5th April 2018*

With Professional Playing Team included



Without Professional Playing Team included

