



# EVERTON FOOTBALL CLUB GENDER PAY REPORTING

## The Everton Football Club Company Ltd

Founded in 1878, The Everton Football Club Company is a professional football club, operating in the English Premier League and founding member of the English Football League. Premier League football is a male team sport and the sector is renowned for paying some of the highest sporting salaries in the United Kingdom and beyond.

As a Club we are committed to meeting our statutory requirement to report our gender pay figures, however we are acutely aware that these figures will be heavily distorted due to the almost unique environment in which we operate.

To address the imbalance, we have produced a secondary set of gender pay reporting figures, that removes professional footballing staff salaries. We believe the adjusted figures are a fairer reflection of normality and will enable the Club to make more equal comparisons between the Club and other organisations, which will help us to identify any areas of concern or imbalances.

### Our Reporting Requirements

We need to publish the following figures:

Gender Pay Measure	Description
Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Ratios	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

### Gender Pay vs Equal Pay

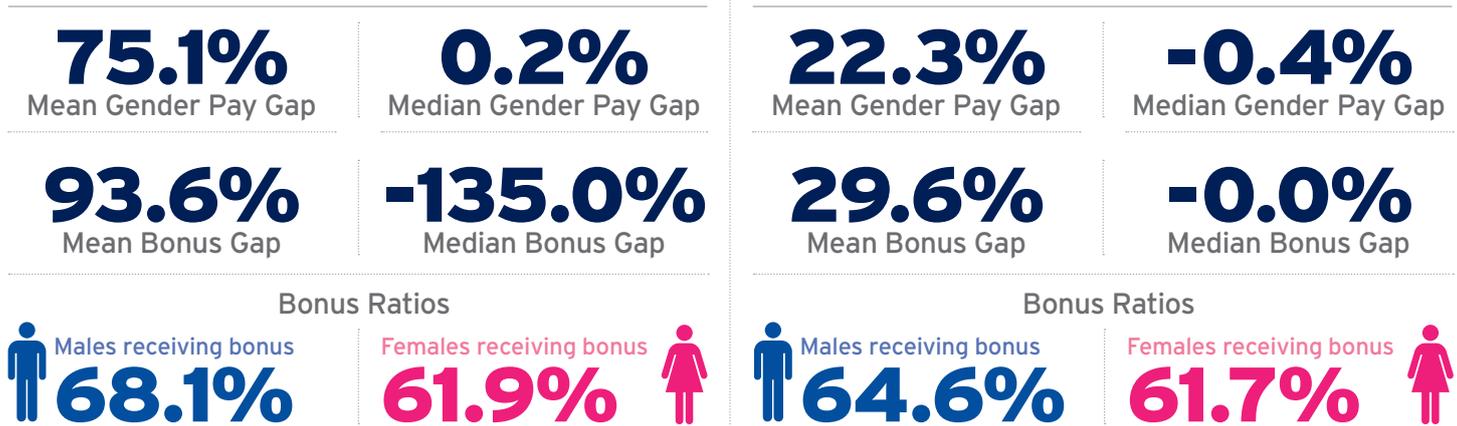
It is important to distinguish the difference between the gender pay and equal pay. The gender pay gap is the difference between mean and median pay of men and women.

Equal pay is where men and women are paid the same rate for performing the same work of equal value.

Through a robust reward strategy, Everton ensures that we do not contravene equal pay legislation.

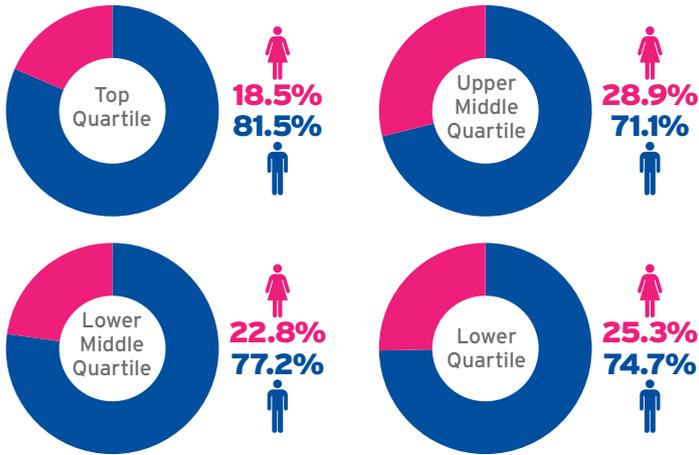
#### Statutory Gender Pay Figures

#### \*Adjusted Gender Pay Figures

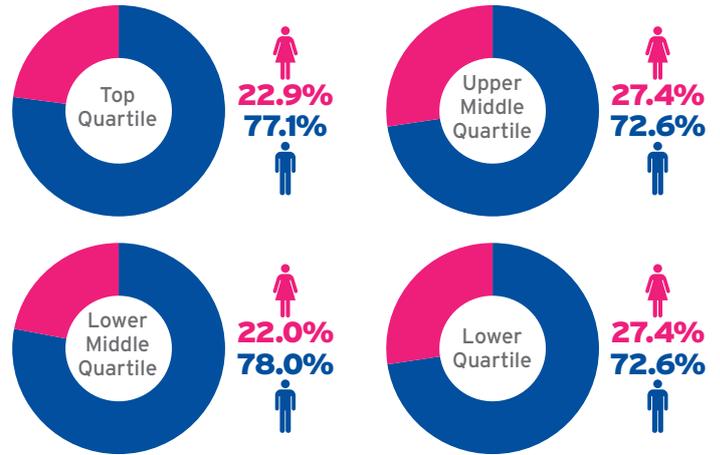


\* Adjusted figures exclude player related salaries and bonuses.

## Statutory Quartile Pay Band Information



## Adjusted Quartile Pay Band Information



## REWARD STRATEGY

In determining reward for our employees, Everton have a defined strategy in place to ensure that our remuneration practices are fair, equitable and ensures equal opportunities. These include:

### VOLUNTARY LIVING WAGE

Everton Football Club are a foundation living wage employer, ensuring all employees receive a rate of pay above the government living wage/national minimum wage.

### JOB EVALUATION

Everton use a third party analytical job evaluation system to define the relative size of roles and as a basis for designing an equitable grading structure. The system is free from gender bias.

### GRADING STRUCTURE

A grading system has been implemented using the results of the job evaluation exercise. Roles are evaluated and placed within the grading structure according to the relative size of the post.

### SALARY BANDS

Each band on the grading structure has a salary band. The size of the salary bands has been determined with reference to benchmarking, facilitated by experts in the field. This is reviewed annually to ensure salaries are competitive in the market place.

### ANNUAL SALARY REVIEW

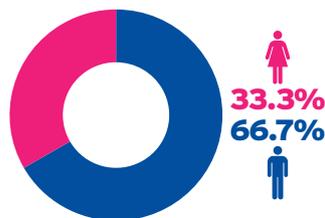
Subject to minimum performance criteria, an across the board cost of living award is given to all eligible staff.

### PERFORMANCE BONUS

A balanced scorecard bonus system is operated that assesses various metrics including individual performance. Objectives and bonus payments are monitored and calibrated by the Remuneration Committee to ensure consistency of decision making and fairness of application across the Club.

## Reasons for Gap

We are confident that due to our reward strategy, which ensures consistency and fairness, our pay gap is not the cause of any equal pay issue, but by structural factors of a male team sport. The primary cause of the gender pay gap is an imbalance in the number of men and women throughout the organisational hierarchy.

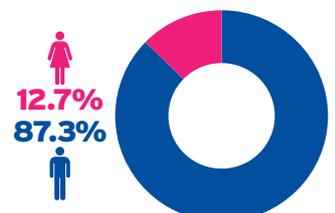


## Everton Gender Profile

At the snapshot date of 5th April 2017, the gender profile of relevant employees was 67% male and 33% female: This clearly illustrates the gender difference at the Club. Nearly seven in ten employees are male, with women making up only three in ten employees.

## Senior Management Profile

Senior manager roles within the Everton family are dominated by men. As of the snapshot date, 87% of Senior roles were filled by men, with only 13% filled by women. The imbalance reflects the footballing nature of our business and occupational segregation. As a Club many of our senior posts are football related - which traditionally attract and are filled by males.



# OUR GENDER PAY COMMITMENT

Everton is committed to reducing its gender pay gap, but also recognises the unique nature of the football sector. The Club are working on various initiatives sponsored by our Senior Executive Management Team to address and reduce our gender pay gap, including:



Conducting a review of our reward processes, pay and grading structures to ensure fairness and consistency - both in its approach and application.



Reviewing and evaluating recruitment and selection practices to ensure women have equal access to opportunities across the Club.



Improving maternity, paternity and adoption leave, pay and return to work support mechanisms - to help new parents prepare for and adjust to working life as a parent.



Reviewing flexible working practises across the organisation to ensure that flexible working can operate successfully in as many areas as possible. This in turn may encourage more women into other roles.



Delivering diversity training to managers and staff across the Club, including making our people aware of our gender pay gap.



Monitoring diversity data, to help identify any areas of concern and to identify appropriate actions to address issues.

## Declaration

I confirm that our gender pay gap data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



*Denise Barrett-Baxendale*

## PROFESSOR DENISE BARRETT-BAXENDALE

Director, Deputy Chief Executive Officer, MBE  
The Everton Football Club Company Ltd