



# DERBY COUNTY FOOTBALL CLUB GENDER PAY GAP REPORT 2019

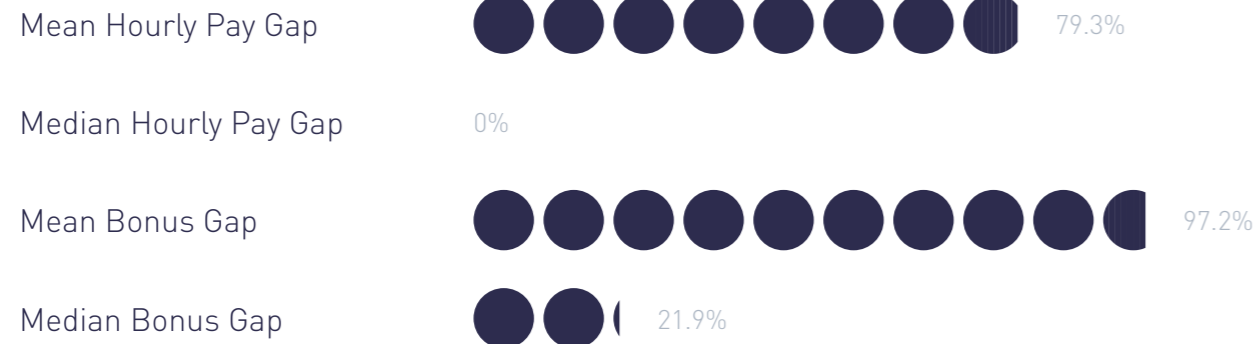
## Introduction

Current legislation requires all organisations with over 250 employees to report annually on their Gender Pay Gap. Our report includes players and staff at the snapshot date of 5th April 2018.

We are specifically required to report on six metrics as follows:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

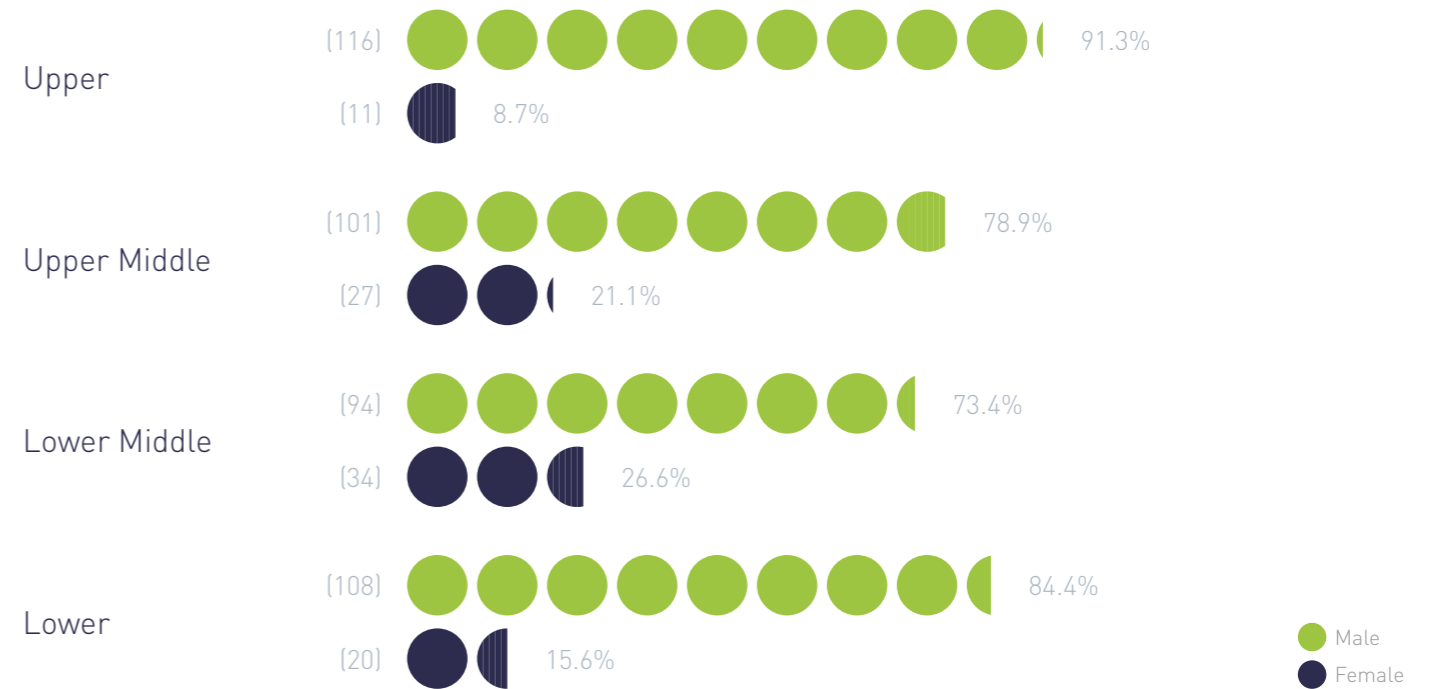
## Gender Pay Gap



## Percentage receiving a bonus



## Pay Quartiles



## Summary

By the very nature of the industry we are in, our highest earners are our male playing staff and this is reflected in our report and the figures given. That said, we are committed to having a workforce that reflects the demographics of our locality, and attracting and retaining more women to positively engage and work within the football industry. Our Executive Operations Management Team has equal male and female representation.

Our Remuneration Committee at Board level oversees the reward and pay strategy for the organisation to ensure a fair and consistent approach, without gender bias, is applied to remuneration at all levels. This strategy includes recognition that all our lowest paid staff, regardless of gender, deserve to be paid a fair rate of pay to cover the real cost of living. The Living Wage Foundation independently calculates the real cost of living each year, which is reflected in our rates of pay.

Derby County Football Club continues to meet the requirement for the EFL Equality Code of Practice and has consistently done so since 2016. This standard recognises our ongoing commitment to ensuring that the club continues to be an "inclusive club for all", for our employees, supporters and local community.

## Declaration

I confirm that the data is accurate and complies with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Stephen Pearce**  
Chief Executive Officer, Derby County Football Club