

Derby County Football Club Gender Pay Gap Report 2022

Introduction

Current legislation requires all organisations with over 250 employees to report annually on the gender pay gap. Our report includes players and staff at the snapshot date of 5th April 2021

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 the medium 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 bounds

Gender Pay Gap

Mean Hourly Pay Gap 72.0%

Median Hourly Pay Gap 0.0%

Mean Bonus Gap 91.8%

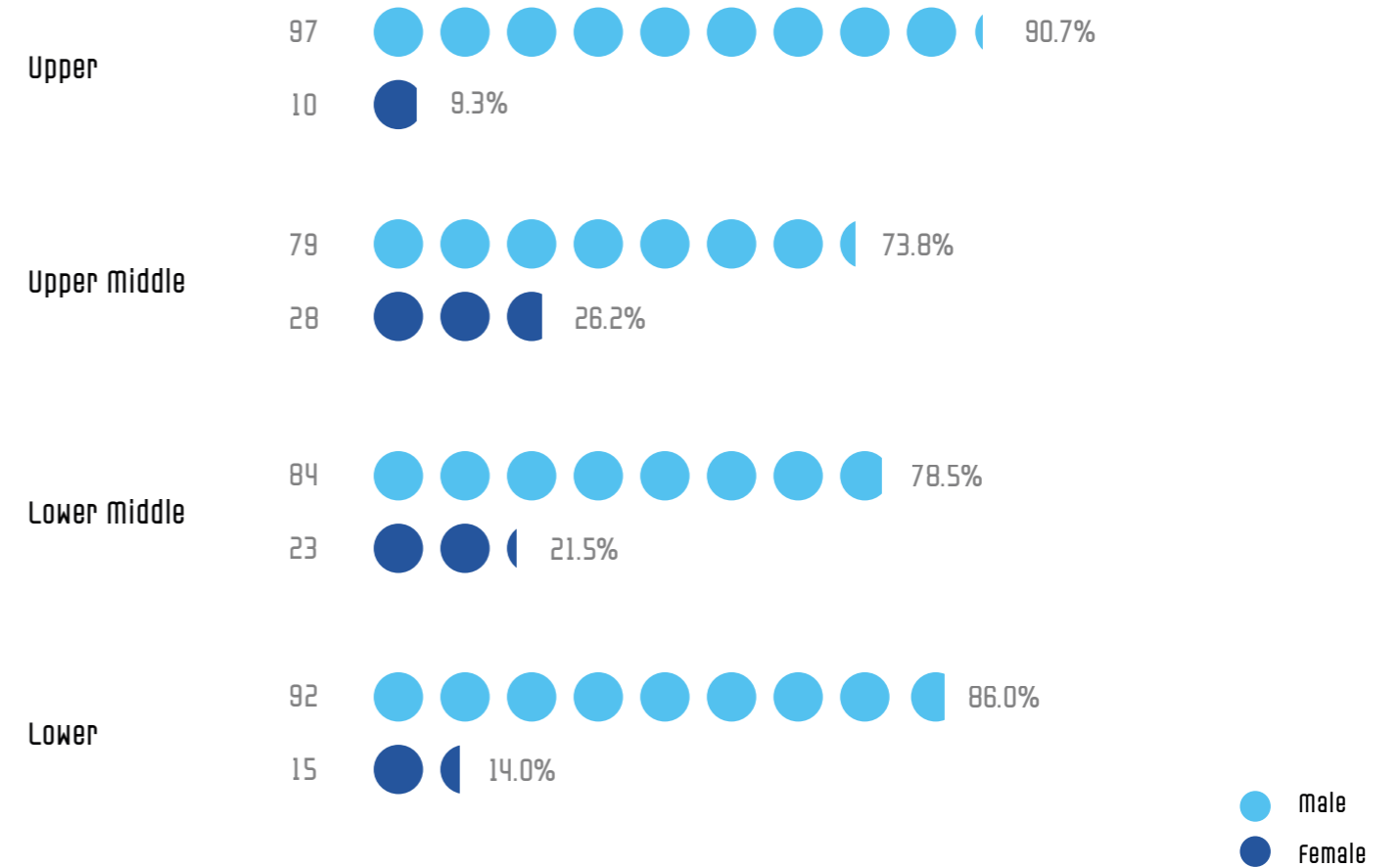
Median Bonus Gap 29.4%

Percentage receiving a bonus

male 26.7%

Female 2.6%

Pay Quartiles



Summary

By the very nature of the industry that we are in, our highest earners are our male playing staff and this is reflected in our report and the figures within it. Derby County remains 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. In addition, our Executive Operations Management Team continues to have male and female representation.

The pay strategy for the organisation continues to ensure a fair and consistent approach, without gender bias, and is applied to remuneration at all levels. We also recognise that all our lowest paid staff, regardless of their gender, deserve to be paid a fair rate of pay to cover the real cost of living.

This latest report incorporates the impact of COVID-19 on the business operations, which saw the club forced to play matches behind-closed-doors and without vital matchday revenue this had a significant impact on the organisation.

Derby County Football Club achieved the EFL Equality Code of Practice in 2016, which 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