

Gender Pay Gap Report 2023

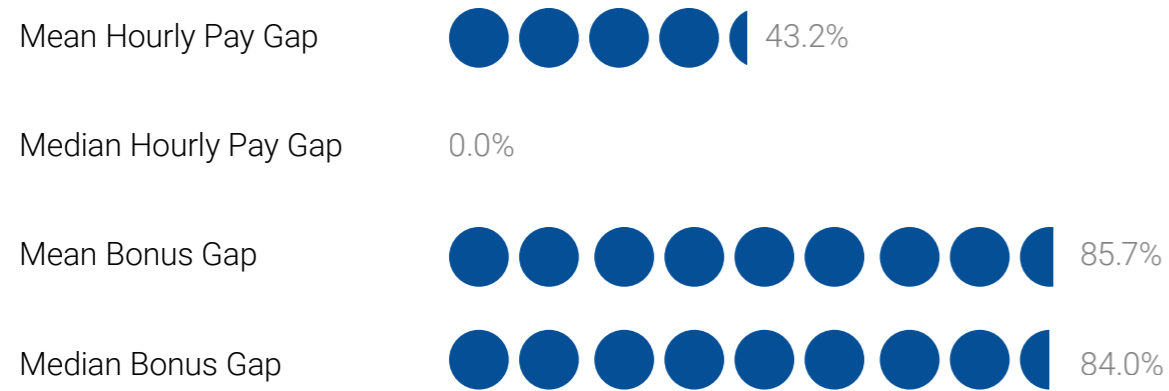
Introduction

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 2023

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 the mean bonus pay of men and women, expressed as a percentage
- The difference in the 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 bounds

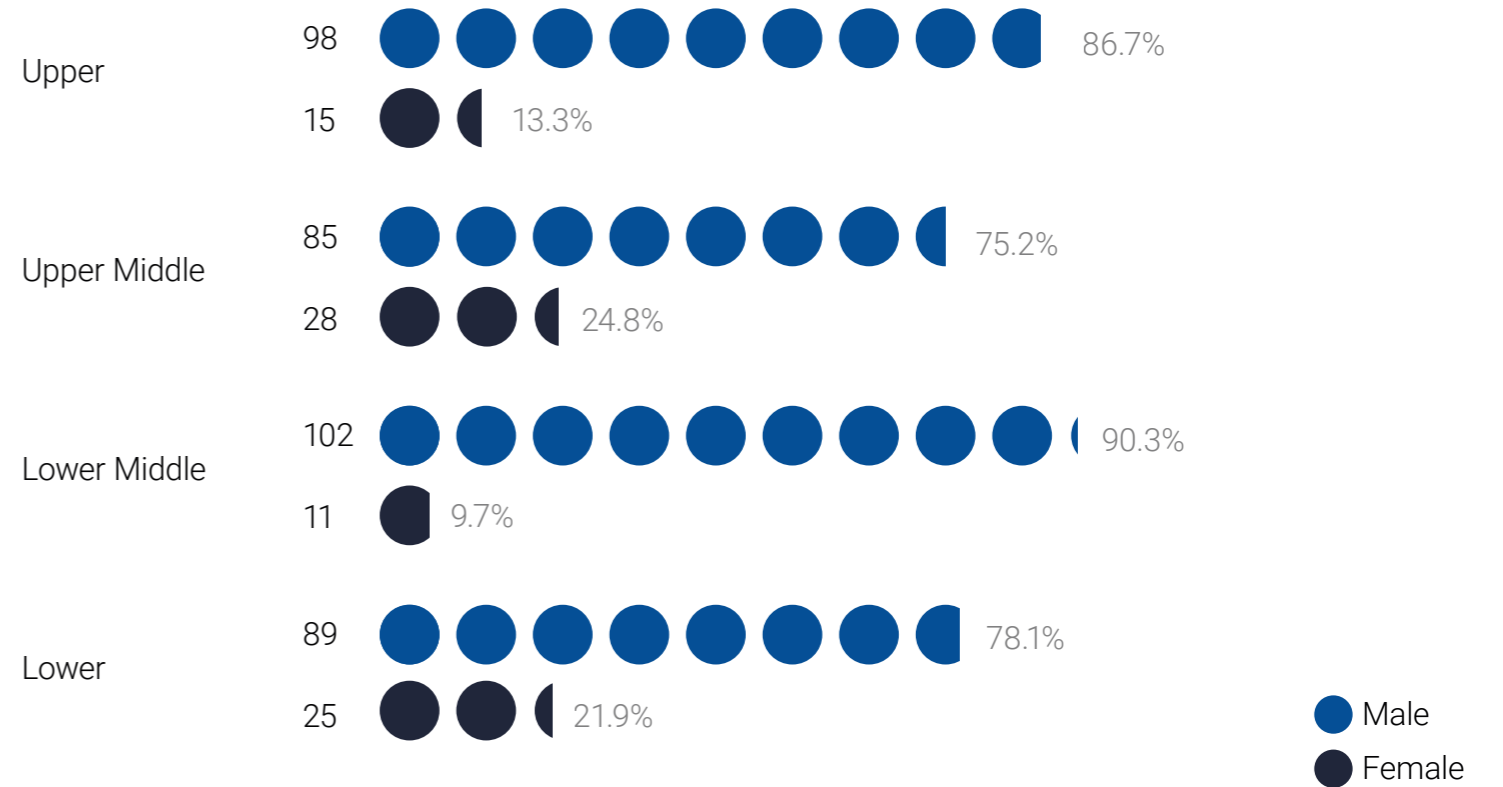
Gender Pay Gap



Percentage receiving a bonus



Pay Quartiles



Summary

Derby County Football Club remains committed to having a workforce that reflects the demographics of its locality and attracting and retaining more women to positively engage and work within the football industry.

As a professional football club in the EFL pyramid, the highest earners remain the club's male playing staff and this statistic is reflected in this report and the figures which are found within it.

As has been the case since 2016, the club's Executive Operations Management Team continues to have male and female representation and in the summer of 2023 the women's first team set-up joined the main club on a full-time basis.

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.

Earlier this year, the club achieved bronze status in the EFL Equality Code of Practice after submitting extensive evidence to be reviewed, alongside the Community Trust. This standard recognises our continued commitment to ensuring we reach the highest possible Equality, Diversity and Inclusion practices and standards.

Declaration

I can 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