



The Reading Football Club Ltd

GENDER PAY GAP REPORT APRIL 2019

Legislation requires the club to publish details annually of our gender pay gap, inclusive of all staff and players. We have to report on six metrics: -

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

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. We are committed to becoming a more diverse organisation by attracting more female candidates to job vacancies, recruiting through a variety of channels, ensuring a fair and equitable process is undertaken when considering internal promotions and continuing to deliver equality and diversity training to our staff.

On 5th April 2018 the club had 79.2% male staff and 20.8% female staff.

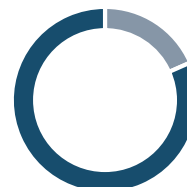
THE GENDER PAY GAP

Mean 73.5%



■ Men ■ Women

Median 18.4%

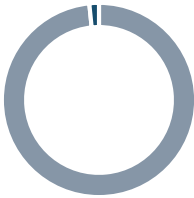


■ Men ■ Women

Due to the nature of the professional football industry, our results show a wider gap than other industries. Many roles are filled by men as professional football players which has a significant impact on the results.

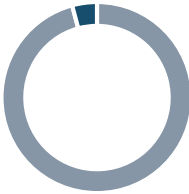
THE BONUS PAY GAP

Mean 98.4%



■ Men ■ Women

Median 95.8%



■ Men ■ Women

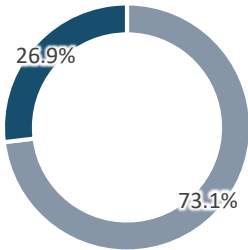
The bonus figures include all footballer related bonuses.

The proportion of men receiving a bonus was 24.1% and the proportion of women receiving a bonus was 10.9%

PAY QUARTILES

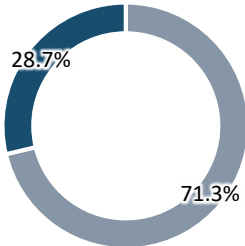
The charts below illustrate the gender distribution at the club across four equally sized quartiles

Lower Quartile



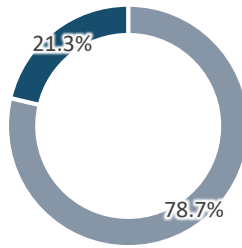
■ Men ■ Women

Lower Middle Quartile



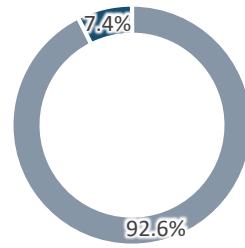
■ Men ■ Women

Upper Middle Quartile



■ Men ■ Women

Upper Quartile



■ Men ■ Women

CONFIRMATION STATEMENT

We confirm that the information contained in this report is accurate.

Nigel Howe
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Reading FC

Jackie Evans
Head of HR
Reading FC