



# Bristol Rovers Football Club

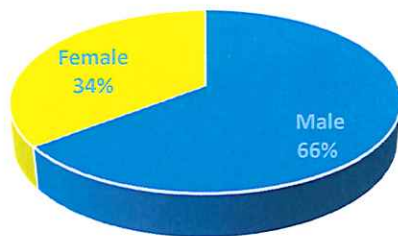
GENDER PAY GAP REPORT 2018 TO 2019



From April 2017 all organisations that employ over 250 employees are required by law to report the differences in the average hourly earnings of both men and women in their employ. The Pay Gap Report, produced under the UK regulations, provides the calculated gap numbers for our organisation.

The organisation is largely male orientated, as expected from a professional football club. There are predominantly male colleagues that are on significantly higher salaries that qualify for bonus payments, which results in a large pay/bonus gap. However, we remain committed to reducing any pay gap that may exist for equivalent roles.

### Gender Make-up of the Workforce



### Gender Pay

	Mean (average)	Median (middle)
Gender Pay Gap	52%	6%

	Mean (average)	Median (middle)
Previous years Gender Pay Gap	47%	8%

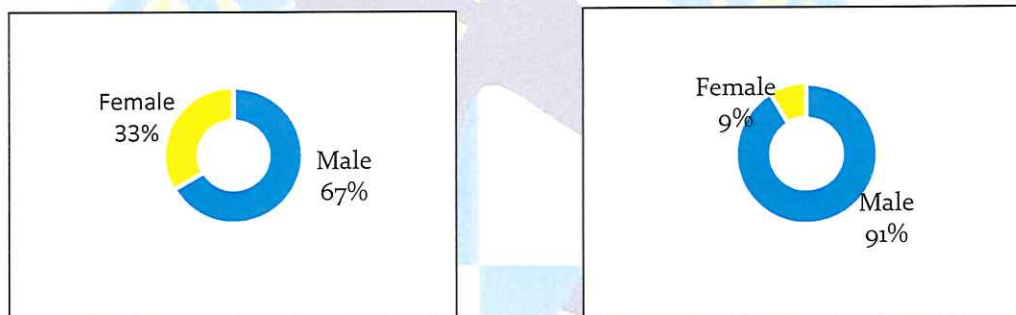
## Pay Quartiles

(Showing the percentages of male and female in each quartile)



**Pay Quartile 1**

**Pay Quartile 2**



**Pay Quartile 3**

**Pay Quartile 4**

The above reflects the number of senior positions held by male.

## Percentage Receiving Bonus

Male	13.88%
Female	4.72%

## Chief Executive's Statement

At Bristol Rovers we have a strong commitment towards gender equality as well as diversity and aim to be an inclusive club for all.

Bristol Rovers values the important data that comes from publishing our Gender Pay Gap report. We recognise that all data is important and helps us improve with both Gender Pay equality as well as all other aspects of our operations.

Whilst the club has made significant improvements in Gender Equality over the last few years, we recognise that there is always more that can be done and are driven to continue to improve.

Our Recruitment team is very careful to adhere to our Equal Opportunity Policy and the Equality Policy which states with no ambiguity that we believe that the Club should be accessible to everyone who wishes to participate and that we are constantly aiming to promote equality and diversity throughout the Club.

I can confirm that all our data calculations have met the requirements set forth by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Martyh Starnes  
Chief Executive Officer

