



Bristol Rovers Football Club

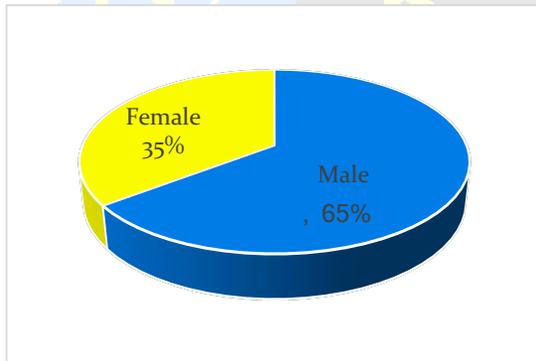
GENDER PAY GAP REPORT



The gender pay gap is not the same pay for carrying out the same work, the gender pay gap is an average figure for all employees no matter what role they have within the organisation. 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. This report will reflect our findings and be used in our commitment to diversity within the organisation.

Gender distribution at Bristol Rovers Football Club is predominately male as you would expect from a professional football club and this is reflected in our findings, which have been calculated as at April 2017. We are committed to narrowing any pay gap that may exist and have plans set in place to achieve this goal.

Gender Make-up of the Workforce



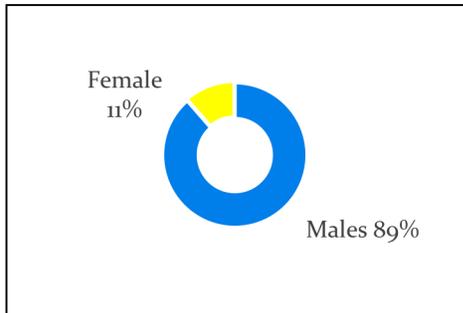
Gender Pay

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

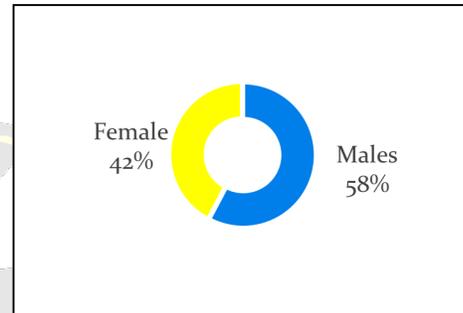
Owing to the distinct nature of our workforce i.e. the football teams are predominately male this causes a notable difference when calculating the gender pay gap, making the average male salary significantly higher than the female salary.

Pay Quartiles

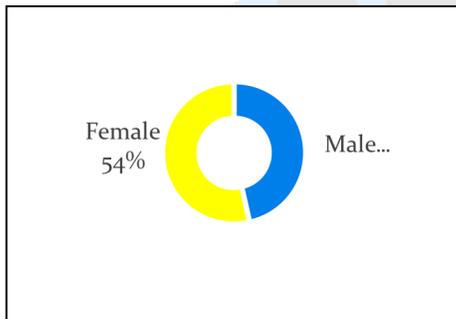
(Showing the percentages of male and female in each quartile)



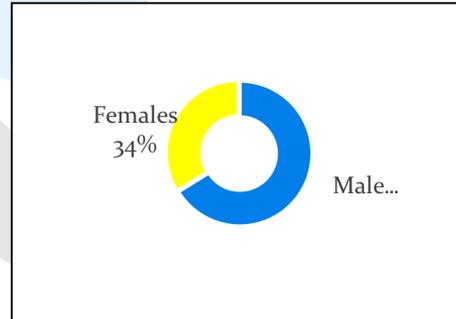
Pay Quartile 1



Pay Quartile 2



Pay Quartile 3



Pay Quartile 4

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

Percentage Receiving Bonus

Male	27%
Female	9%

Planned Action for the Future

As an industry we are endeavoring to aim towards a more balanced workforce. BRFC with this in mind have improved the recruitment and selection procedure in order to achieve equality and diversity at the very start of a career. We have also updated Company Policy as a whole to ensure that the same principles of equal opportunities will be applied internally for all. Greater diversity across the whole Club we believe will make us a more successful organisation.

Steve Hamer

Chairman, Bristol Rovers Football Club

