

GENDER PAY GAP

28 MARCH 2019



SOUTHAMPTON FOOTBALL CLUB ENCOURAGES AND CELEBRATES DIVERSITY AMONGST ITS STAFF

We are a diverse organisation that brings people together from many different backgrounds. The club has a broad range of operations which include football and commercial activities, stadium and facility operations and business support services. Our culture is such that every staff member should feel valued and included. Therefore it is important for us that equality is not a specialist responsibility, but that it is ingrained in how we do business.

Gender pay reporting legislation requires employers with 250 or more employees on the snapshot date (5th April) to publish statutory calculations every year showing the pay gap between their male and female employees.

GENDER PAY GAP REPORTING IS PRODUCED VIA TWO DIFFERENT MEASURES

A MEAN AVERAGE

Involves adding up all of the numbers and dividing the result by how many numbers were in the list.

A MEDIAN AVERAGE

Involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.



THERE ARE SIX CALCULATIONS THAT ARE REQUIRED TO BE CARRIED OUT:

1. THE MEAN GENDER PAY GAP

This calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

2. THE MEDIAN GENDER PAY GAP

This calculation requires an employer to show the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

3. THE MEAN BONUS GENDER PAY GAP

This calculation requires an employer to show the difference between the mean bonus pay that male and female relevant employees receive.

4. THE MEDIAN BONUS GENDER PAY GAP

This calculation requires an employer to show the difference between the median bonus pay that male and female relevant employees receive.

5. THE PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

These two calculations require an employer to show the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

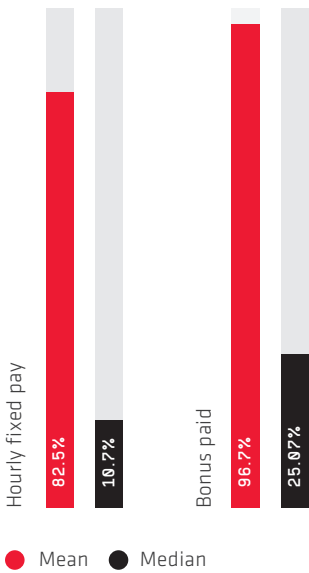
6. THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

This calculation requires an employer to show the proportion of male and female full-pay relevant employees in four quartile pay bands. This is done by dividing the workforce into four equal parts.



GENDER PAY & BONUS GAP

DIFFERENCE BETWEEN MEN, INCLUDING PLAYERS, AND WOMEN ON 5TH APRIL 2018

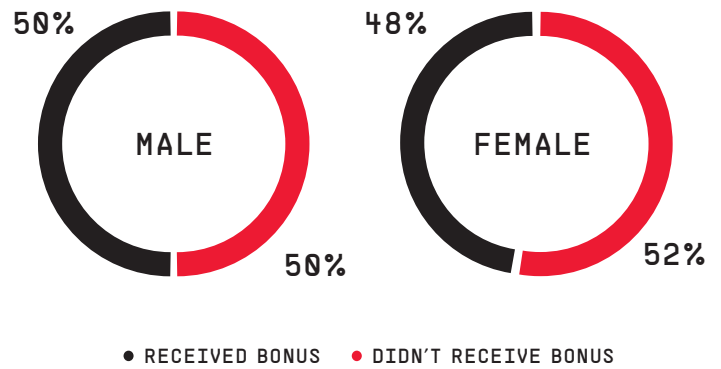


This table shows the club's mean and median gender pay gap based on hourly rates of pay as at the snapshot date, 5 April 2018.

Without players, but including First Team Management, the mean for April 2018 is 35%, which is 2% below 2017. When looking at the overall mean, including players, there has been a decrease in gap of 1.9%.

This table also shows the clubs mean and median difference between bonuses paid to men and women in the year up to 5 April 2018. This is a 0.8% decrease from April 2017.

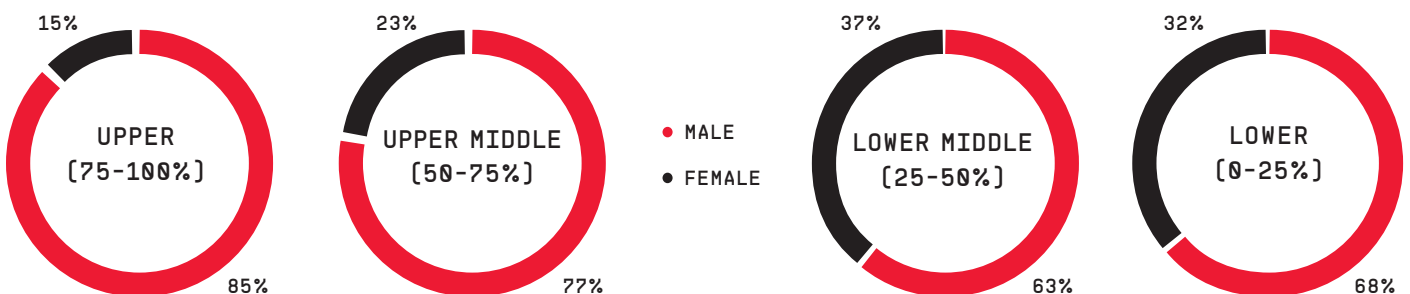
PROPORTION OF STAFF AWARDED A BONUS IN THE YEAR UP TO 5TH APRIL 2018.



This shows a 2% difference between the number of men and women being paid a bonus for the year up to 5 April 2018. If we remove first team players from this data, the difference decreases to 1%. Compared to 2017, the percentage of males and females receiving a bonus has increased, by 3% and 5% respectively.

PAY QUANTILES

The below charts illustrate the gender distribution at Southampton Football Club across four equally sized quartiles.



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



ANALYSIS

SOUTHAMPTON FOOTBALL CLUB HAVE A CLEAR POLICY OF PAYING STAFF MEMBERS EQUALLY FOR THE SAME OR EQUIVALENT WORK, REGARDLESS OF THEIR GENDER OR ANY OTHER PROTECTED CHARACTERISTIC.

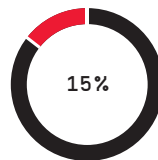
It is our belief that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within Southampton Football Club and the salaries that these roles attract.

STATISTICS

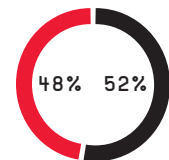
AS AT 5TH APRIL 2018:



116 FEMALES WERE EMPLOYED ON A PERMANENT BASIS AND MADE UP 29% OF OUR WORKFORCE [EXCLUDING CASUAL & PLAYING STAFF]



15% OF OUR SENIOR LEADERSHIP TEAM WERE FEMALE



NO. OF FLEXIBLE WORKING REQUESTS MADE - MALES 48% FEMALES 52%.

IN 2018 (1ST JANUARY - 31ST DECEMBER):



25% OF NEW STARTERS WERE FEMALE [EXCLUDING CASUAL & PLAYING STAFF]



100% OF FLEXIBLE WORKING REQUESTS WERE ACCEPTED



80% OF STAFF HAD ATTENDED OUR UNCONSCIOUS BIAS TRAINING AND WE CONTINUE TO OFFER WORKSHOPS ON A QUARTERLY BASIS

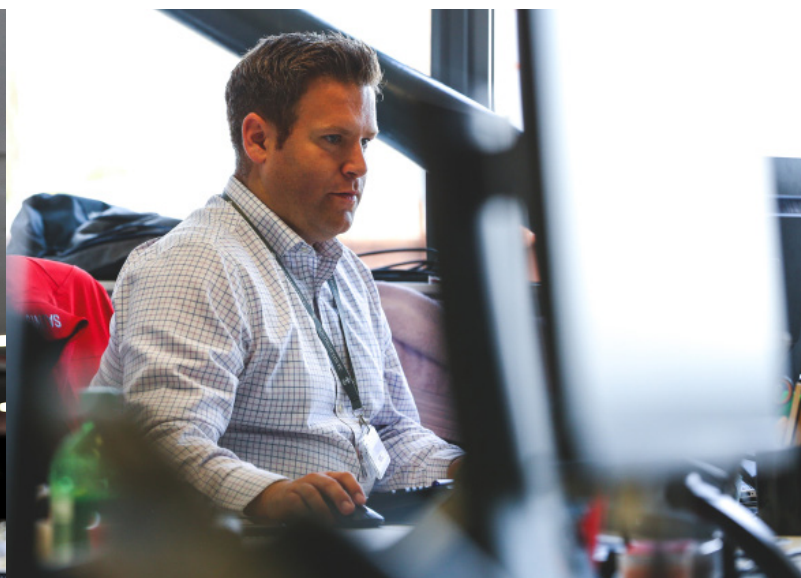
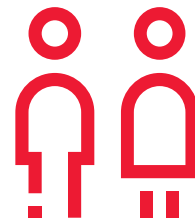
WHAT WE HAVE DONE SO FAR

Southampton Football Club are not complacent about equality.

Over the last year we have continued to work on the following actions:

1. Working towards attracting more female candidates to job vacancies by ensuring all job adverts have gender-neutral language and are advertised with flexible working available by default.
2. Recruiting job vacancies through a variety of channels including non-traditional sources to maximise visibility by females.
3. Ensuring that all recruitment partners we work with operate under our Equality Policy.
4. Continuing to deliver equality and diversity training to all our staff.
5. Continuing to promote flexible working in existing roles.
6. Continuing to offer enhanced maternity, paternity and adoption pay on top of statutory pay.
7. Undertaking annual equal pay audits to ensure there is no gender bias.
8. Ensuring a fair and equitable process is undertaken when considering opportunities for promotion.
9. Continuing to work with our internal Equality Action Group and external organisations towards the Premier League Advanced Equality Standard.

“SOUTHAMPTON FOOTBALL CLUB ARE COMMITTED TO REPORTING THE GENDER PAY GAP ON AN ANNUAL BASIS AND PROVIDING WAYS IN WHICH IT IS WORKING ON TO CLOSE THE GAP”



SOUTHAMPTON FOOTBALL CLUB LTD



GENDER PAY GAP REPORT | April 2018

ACTION PLAN

We have conducted gender monitoring of our staff composition and recruitment activity and recognise that there continue to be fewer females working in quartiles 3 and 4 than in quartiles 1 and 2. As such, we have created the following actions

TALENT ATTRACTION

Aim to increase the number of **female applicants** for our roles by engaging with gender specific and gender neutral job boards.

Undertake a focus group to gain a deeper **understanding of current female staff members' motivation** for applying to work at the club and how they feel we could encourage more women to apply in the future.

Participation in the **Business Social Mobility Partnership**, a programme designed to encourage underrepresented groups.

Commit to refusing male only long lists from **recruitment agencies**.

Continuously review our recruitment processes to **eliminate bias**, including considering skills based assessments and blind applications.

ROLE MODELLING

Consider and review the representation of women at the Club, including **how women are represented** on social media, on the Club website and at external events such as conference attendance.

Undertake internal activities to **raise the profile of senior women** at the Club.

Exploring the option of a formal mentor/mentee programme which includes reverse mentoring for the Board to inform and **educate on the presence of gender awareness** and specifically the profile of women within football.

RETENTION

Actively promote the **benefits of flexible working** to the Club and all staff members.

Explore the value in **professional parent transition coaching** for all new parents (male & female) and consider a working parents support network to continuously improve our desire to be a family friendly workplace.

Test the feasibility of running a **returnship programme** for those returning to the workplace after a career break, firstly by understanding how other organisations have approached this.



WE CONFIRM THE INFORMATION CONTAINED WITHIN THIS REPORT IS ACCURATE.



TOBY STEELE
MANAGING DIRECTOR

MICHELLE BUTLER
DIRECTOR OF HR

