

GENDER PAY GAP

23 JUNE 2022

DATA FROM 5TH APRIL 2021

SOUTHAMPTON FOOTBALL CLUB LTD



GENDER PAY GAP REPORT | June 2022

“DIVERSITY AND INCLUSION ARE EXTREMELY IMPORTANT TO SOUTHAMPTON FOOTBALL CLUB.

We know diverse and inclusive teams are more creative, make better decisions and overall have a higher level of performance. We are committed to creating a workforce that is representative of the city of Southampton.”

Michelle Butler, Director of HR

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a comparison of the average pay for men and women irrespective of their roles. This is different to equal pay for doing the same roles. We acknowledge that the inclusion of the men’s first team players pay data significantly widens the gap. Therefore, for transparency this report will show data including and excluding the men’s first team players pay.

GENDER PAY GAP RESULTS

Snapshot data from 5th April 2021, including men’s first team players, shows the Club’s mean gender pay gap was 76.6% and the median gender pay gap was 9.6%. Average bonuses for women at the Club were 99.6% lower than men and there was no difference in the median bonus pay.

In comparison, snapshot data from the same date but excluding men’s first team players showed the Club’s mean gender pay gap was 22.5% and the median gender pay gap was in favour of women at -1.6%. Average bonuses for women at the Club were 97.5% lower than men and there was no difference in the median bonus pay.

We have made some great strides in reducing our gender pay gap and have seen a decrease (excluding men’s first team players) from 32.6% at 5th April 2020 to 22.5% at 5th April 2021.

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.



This is a great achievement for the Club and one we are immensely proud of, in order for us to continue this progress we recognise and acknowledge the reasons why the pay gap still exists. As a club we have considerably more men (76.5% of the workforce) working at the Club compared to women (23.5% of the workforce). More importantly, roles in which men work within Southampton Football Club are more senior positions or roles that demand a higher salary, with men occupying 83.7% of the upper quartile.

There is no quick fix to the representation issue. This is a challenge faced across the football industry. We recognise that this is a journey, one we are fully committed to and believe the actions we are taking now are, and will continue to have, an impact on improving the diversity of our workforce.

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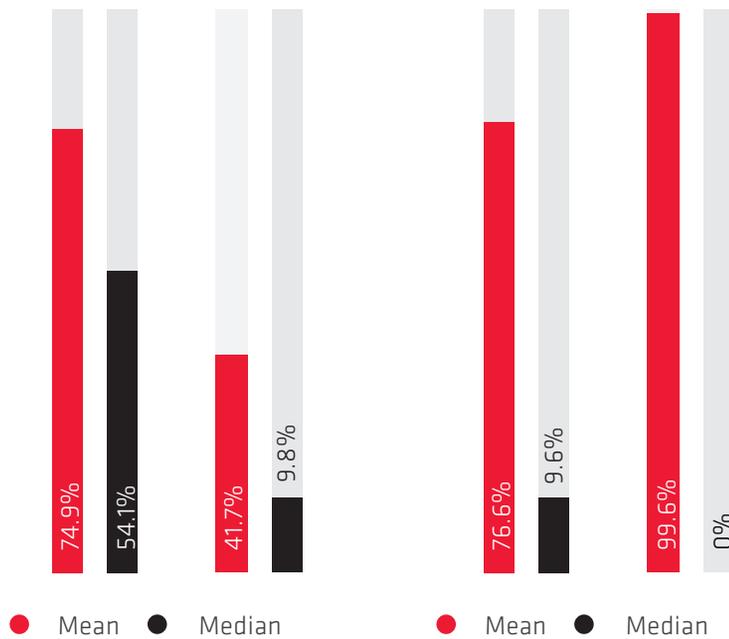


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GENDER PAY & BONUS GAP

These charts illustrate the difference between men and women when based on hourly rates of pay and bonus pay, including a comparison between 2020 and 2021.

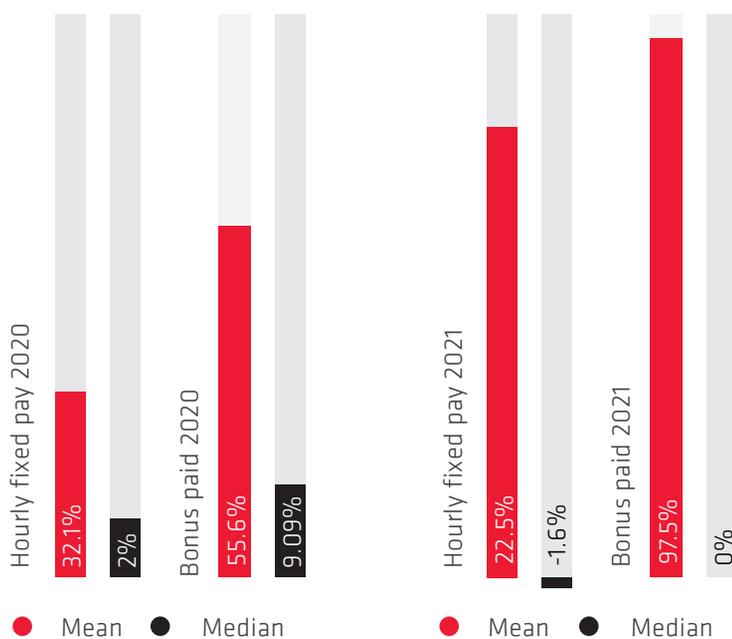
PAY GAP BETWEEN MEN AND WOMEN, INCLUDING MALE PLAYERS



The Club has seen a positive decrease of 9.6% of mean average hourly pay (excluding male players). This is due to the reduction in the number of women in lower paid positions in the Club due to our conferencing and events activity which was operated in-house during 2020 being outsourced to an external company in 2021 and therefore those employees no longer included within the data.

There has been a significant change in the median also due to the outsourcing of the conferencing and events activity. Due to the nature of the hospitality industry many of the employees would have been paid on an hourly basis for the time they worked. Additionally, a high percentage of the employees were female.

PAY GAP BETWEEN MEN AND WOMEN, EXCLUDING MALE PLAYERS



Due to the COVID-19 pandemic, bonuses were only paid to a small group of employees in 2021 and of those (excluding male players), 9% were females and 91% were male. This led to the average bonus received by women across the club being 99.6% lower compared to men.

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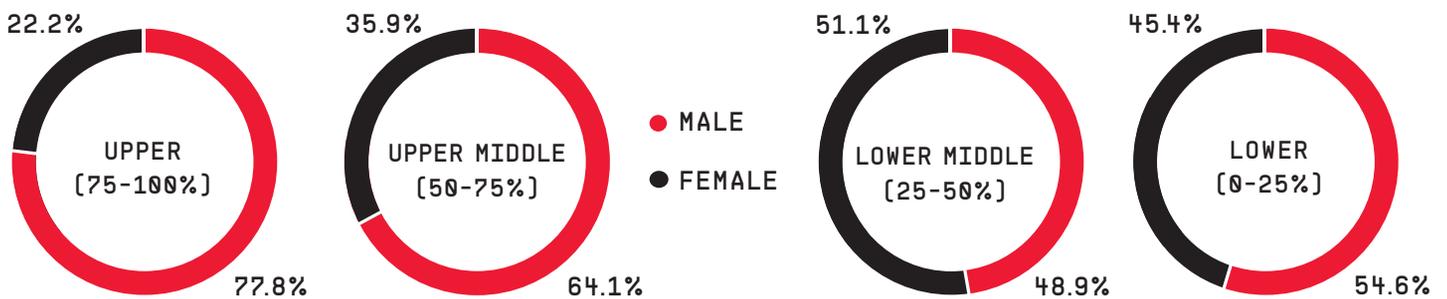


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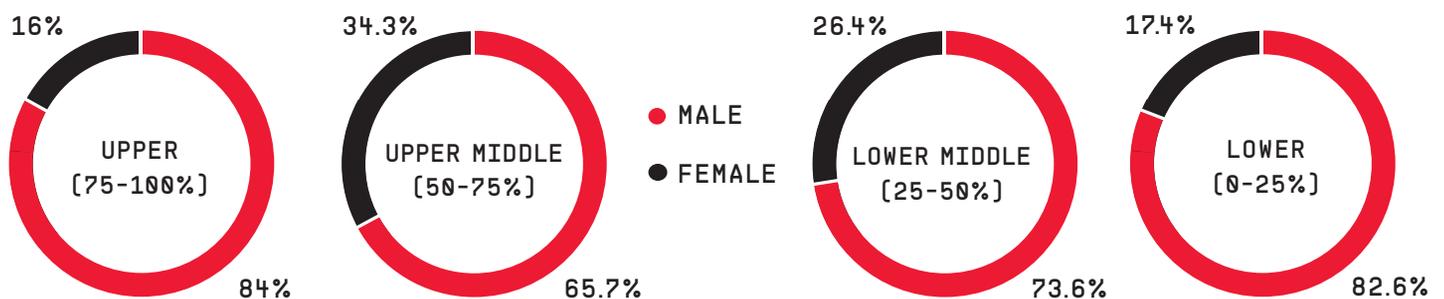
PAY QUARTILES

The below charts illustrate the percentage of women working at Southampton Football Club across four equally sized quartiles, including a comparison between 2020 and 2021.

2020 | PROPORTION OF WOMEN WITHIN PAY QUARTILES, INCLUDING MALE PLAYERS



2021 | PROPORTION OF WOMEN WITHIN PAY QUARTILES, INCLUDING MALE PLAYERS



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

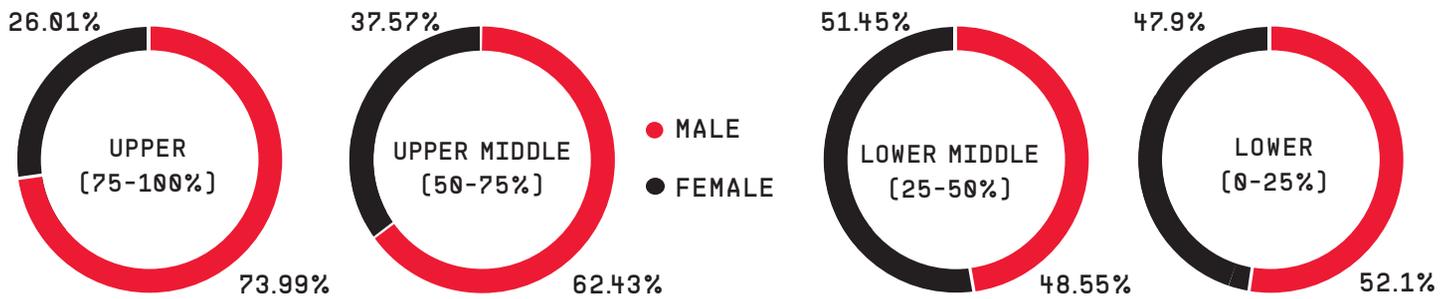
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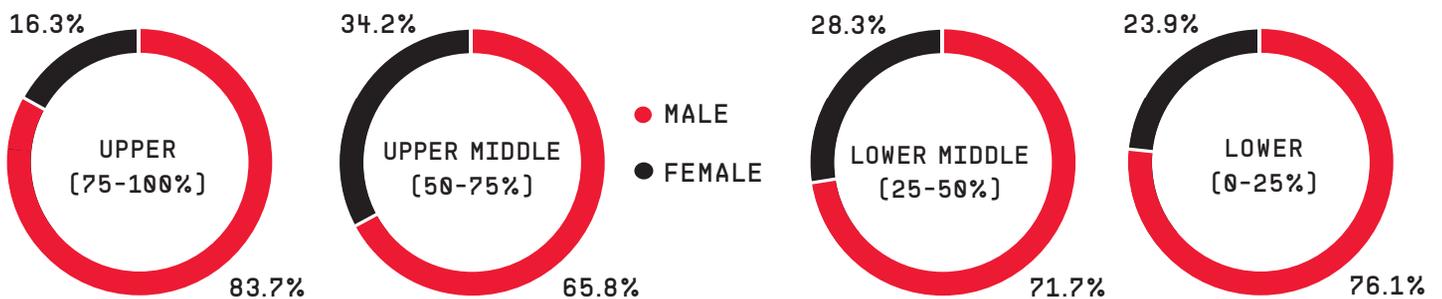
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There has been a significant change in the lower middle and lower hourly pay quartiles. In 2020 these quartiles had a high female demographic due to the inclusion of the conferencing and events staff, however they are not included in the 2021 data. As explained previously.

2020 | PROPORTION OF WOMEN WITHIN PAY QUARTILES, EXCLUDING MALE PLAYERS



2021 | PROPORTION OF WOMEN WITHIN PAY QUARTILES, EXCLUDING MALE PLAYERS



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

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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.

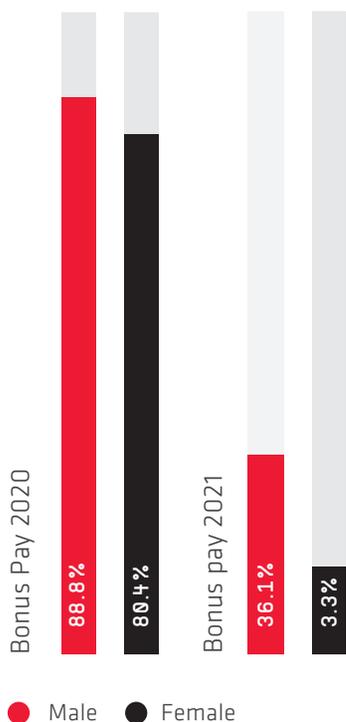
BONUS PAY

These charts illustrate the percentage of men and women working at Southampton Football Club receiving a bonus, including a comparison between 2020 and 2021.

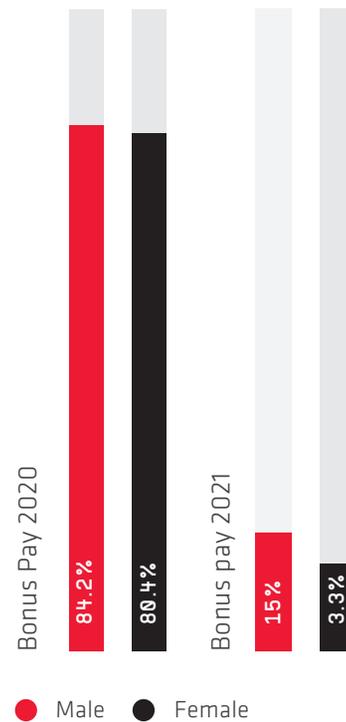
It is our belief that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within Southampton Football Club and the salaries that these roles attract.



PROPORTION OF EMPLOYEES RECEIVING A BONUS, INCLUDING MALE PLAYERS



PROPORTION OF EMPLOYEES RECEIVING A BONUS, EXCLUDING MALE PLAYERS



Due to the COVID-19 pandemic, bonuses were only paid to a small group of employees in 2021 and of those (excluding male players), 9% were females and 91% were male. Therefore, when averaged to include everyone that works for the Club, there is a considerable difference in the percentage of women receiving a bonus compared to men.

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ACTIONS TO UNLOCK PROGRESSION AND INCLUSION FOR ALL STAFF MEMBERS:

As with all industries, football is not immune to the effects of the pandemic and we continue to return to the operating levels pre-pandemic. Southampton Football Club is committed to increasing the diversity of its workforce and reducing the gender pay gap.

RECRUITMENT

The Club is committed to removing bias from its recruitment process and has recently made changes to the end-to-end recruitment process. This includes trialling **masked recruitment**, diversifying where roles are advertised and the implementation of a scorecard during interviews.

STRENGTHENING ACCESS TO MENTORS

The Club has introduced a **mentoring programme** which enables staff to seek support, build confidence and connections across departments. The scheme sees women from across a variety of departments being both mentors and mentees.

WOMEN IN FOOTBALL CORPORATE MEMBER

In 2021 Southampton Football Club became the second Premier League Club to sign up as a corporate member to the **Women in Football Network**. As a corporate member the Club can access a menu of expertise to support us in our journey, including supporting the female workforce with group coaching, as well as **leadership courses and mentoring**.

EARLY ENGAGEMENT

To increase awareness and understanding of the roles available within football, it is important for us to capitalise on the connections **Saints Foundation** have made across Southampton Schools and Colleges. We continue to work closely with Saints Foundation to educate school and college aged children about the job opportunities within football. This includes attending job fayres and regularly hearing from women working for the Club and the jobs they do.



WE CONFIRM THE INFORMATION CONTAINED WITHIN THIS REPORT IS ACCURATE.



TOBY STEELE
MANAGING DIRECTOR

MICHELLE BUTLER
DIRECTOR OF HR

