



Sunderland AFC

Gender Pay Gap Reporting

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role or seniority.

Sunderland AFC's workforce consists of more higher-salaried males than females. This profile reflects the industry and our gender pay gap results should be considered within the context of this distribution as this has a significant influence on our overall gender pay gaps.

The calculations for our Gender Pay Reporting are made by using our existing HR and payroll records at the snapshot date of 5 April 2018. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data. We are required to publish the results on our own website and a government website.

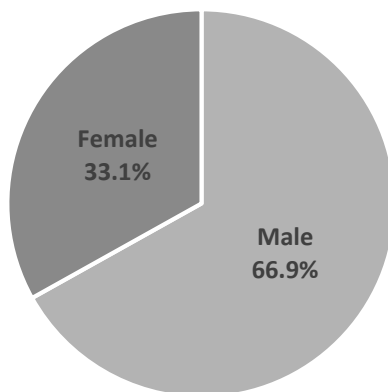
Below is the statutory information and the background of our results:

Gender Pay Statistics	
Mean gender pay gap in hourly pay	71.3%
Median gender pay gap in hourly pay	13.3%
Mean gender bonus pay gap	92.1%
Median gender bonus pay gap	85.6%
Proportion of males receiving bonus	6.8%
Proportion of females receiving bonus	5.6%

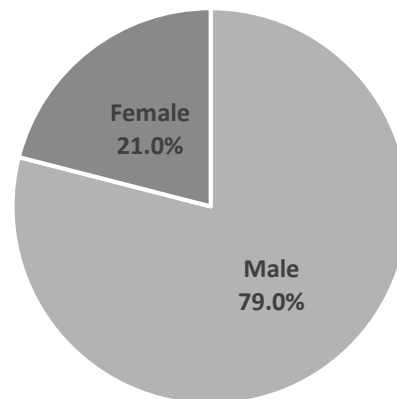
In comparison to last year the mean gender pay gap of 71.3% has improved by 13.8%, and the median gender pay gap by 2.5%.

There is no significant difference between the proportion of males and females in each quartile band in comparison to the report submitted last year:

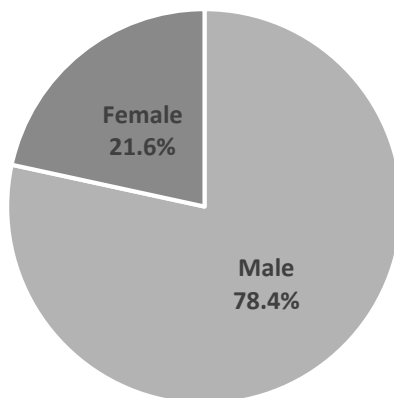
Lower Quartile



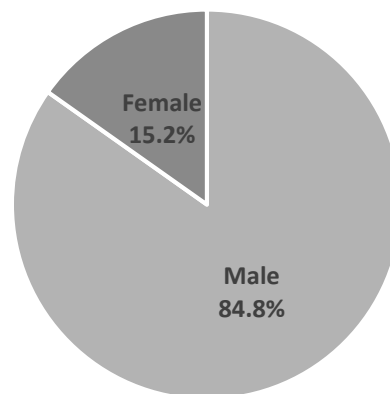
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The data is a valuable tool to help us assess the levels of gender equality in our workplace and the balance of male and female employees at different levels. Gender pay gap reporting will support our plans to attract, retain and develop a diverse talent population, and how effectively talent is being maximised and rewarded.

I confirm that Sunderland AFC Limited is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.

A handwritten signature in black ink that reads 'A. Davison'.

Tony Davison
Managing Director