



Sunderland AFC Gender Pay Gap Reporting

With effect from 2017 it has become a legal requirement for companies with 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

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 can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

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:

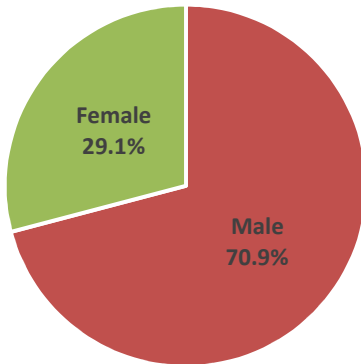
Mean Gender Pay Gap	85.1%
Median Gender Pay Gap	15.8%
Mean Gender Bonus Gap	95.1%
Median Gender Bonus Gap	0%
Proportion of Males Receiving a Bonus	26.4%
Proportion of Females Receiving a Bonus	48.8%

The mean gender pay gap of 85.1% is a result of the highest paid employees within the organisation being male footballers. The median average of 15.8% presents a lower pay gap which is less affected by the higher margins.

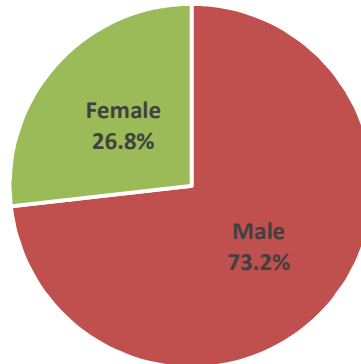
The mean gender bonus gap of 95.1% includes footballer bonus payments, however overall a significantly higher number of females, 48.8%, received a bonus payment .

The proportion of males and females in each quartile band:

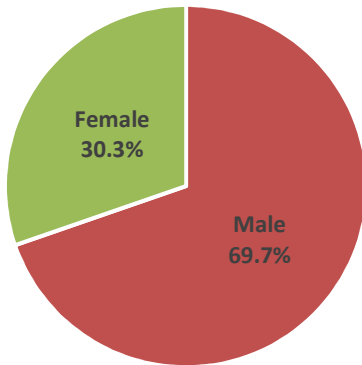
Lower Quartile



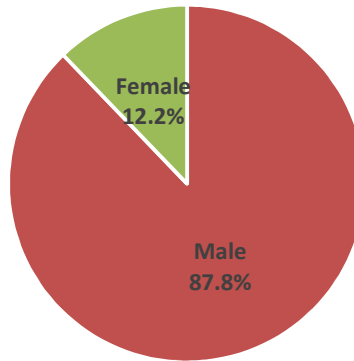
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The quartile analysis shows the largest gap in the upper quartile, which is expected as footballer salaries are included. All quartiles show a higher percentage of males as the majority of stewarding employees are male.

I confirm the data reported is accurate.

Martin Bain
Chief Executive Officer