

GENDER PAY GAP

REPORT 2019



Gender Pay Gap Report

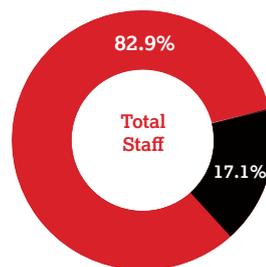
This report has been produced in line with new legislation that has been introduced under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, requiring an annual disclosure of the gender pay gap of all companies with over 250 employees.

What is the Gender Pay Gap?

The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. This is different from Equal Pay which sets out that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

In Britain, there is an overall median gender pay gap of 17.9% (*Office of National Statistics*).

Charlton Athletic is committed to treating women and men fairly and justifiably where they do the same job and ensuring their pay is equal.



MALE FEMALE

In April 2018, Charlton Athletic was made up of 17.1% females and 82.9% males.

The Calculations

The Regulations require all organisations to make calculations based on employee gender on an annual basis. This does not involve publishing individual employees' data.

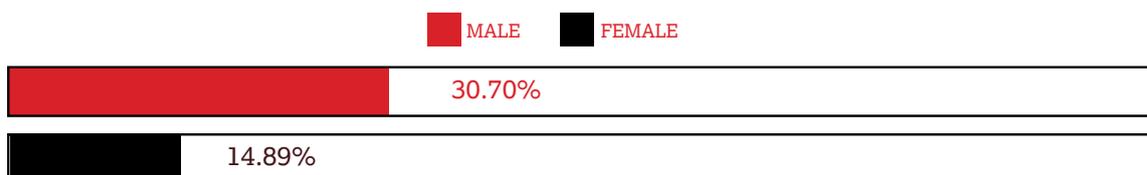
In order to produce our gender pay data, we are required to carry out six calculations that show the difference between the average earnings of men and women in the Club:

1. Mean gender pay gap - adding up all of the numbers and dividing the result by how many numbers were in the list;
2. Median gender pay gap - listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. In the case that there is an even number of results, the median will be the mean of the two central numbers;
3. Mean bonus gender pay gap – the difference between the mean bonus pay paid to male employees and that paid to female employees;
4. Median bonus gender pay gap – the difference between the median bonus pay paid to male employees and that paid to female employees;
5. Proportion of males and females receiving a bonus payment;
6. Proportion of males and females in each quartile - The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

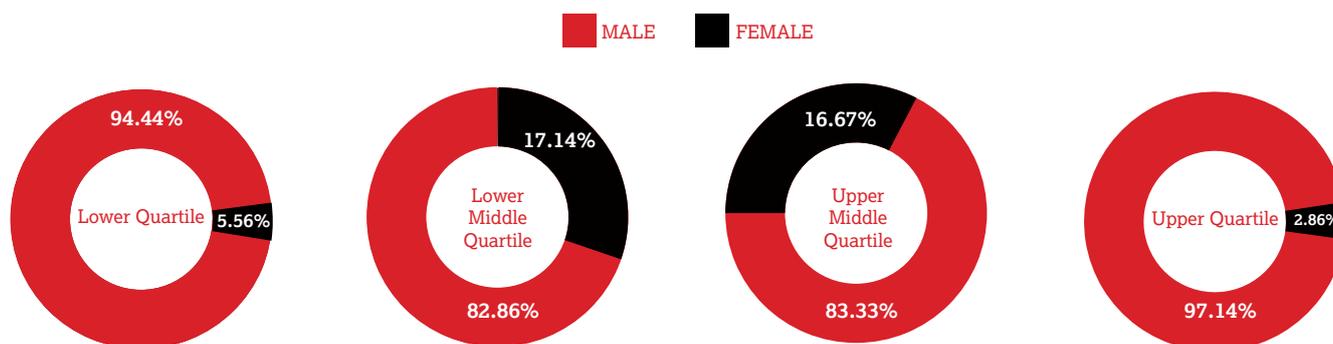


	Mean	Median
Pay Gap	51.74%	11.61%
Bonus Pay Gap	90.93%	52.10%

Proportion of Employees receiving a Bonus



Proportion of Males and Females in each Quartile



What does our pay gap data tell us?

Our mean hourly pay gap has been calculated at 51.74%, this is a result of the make-up of our work force and the nature of their work, and it reflects that the highest paid people within the organisation are male footballers. The median hourly pay gap, which is less affected by extreme values, has been calculated at 11.61%, a significantly lower pay gap. Our data also reflects that we have more men working for us, as a result we have a higher proportion of men in senior roles. A number of these roles are incentivised with a bonus scheme based on performance, hence the proportion of men receiving a bonus being 30.7% in comparison with women at 14.89%. The mean gender bonus gap is 90.93%, which includes player performance bonuses.

We confirm that the gender pay gap report for Charlton Athletic is accurate and has been calculated in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Richard Murray
Non-Executive Chairman