



**BOLTON WANDERERS
FOOTBALL CLUB**
Gender Pay Gap Report 2018



From 6th April 2017, legislation requires employers in the United Kingdom with more than 250 staff to publish details of their gender pay gap on an annual basis. Specifically, this must display the following (expressed as a percentage):

- **Mean hourly pay difference between male and female employees**
- **Median hourly pay difference between male and female employees**
- **Mean bonus pay difference between male and female employees**
- **Median bonus pay difference between male and female employees**
- **The proportion of male and female employees who received bonus pay in the period**
- **The proportion of male and female employees within each quartile of the organisation's pay structure**

***BOLTON WANDERERS FOOTBALL CLUB IS AN EMPLOYER THAT IS
COMMITTED TO ENSURING EQUAL PAY FOR EQUAL WORK
AND WILL USE THE GENDER PAY GAP DATA TO MONITOR CURRENT AND FUTURE PRACTICES WITHIN THE BUSINESS.***



BOLTON WANDERERS FOOTBALL CLUB

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The figures set out below have been calculated in accordance with Gender Pay Gap legislation and illustrate an honest and open reflection of the Club's workforce at the snapshot date of 5th April 2018. The number of individuals employed by the Club at this date under the parameters of Gender Pay Gap was 434, of which 83.17% were male and 16.83% were female. This takes into consideration members of the workforce who are employed on a match day and/or casual basis.

Mean hourly pay difference	61%
Median hourly difference	11%
Mean bonus pay difference	97%
Median bonus pay difference	1%

Percentage of employees receiving bonus pay:	
Male	20%
Female	5%

Proportion of Employees in each Quartile Pay Band		
Pay Quartile	Male	Female
Lower	83%	17%
Lower Middle	78%	22%
Upper Middle	77%	23%
Upper	94%	6%

Bolton Wanderers Football Club is a member of the English Football League and therefore exists in an industry that has historically employed a higher number of males than females. The above statistics therefore reflect the fact that the football club employs a playing squad comprising a large number of highly paid male individuals.



Richard Eaton
Head of Finance

has approved the calculations published in this report as accurate.