



BOLTON WANDERERS

GENDER PAY GAP REPORT 2022

WELCOME

Legislation requires the club to publish details annually of our gender pay gap, this includes permanent staff, players and casual workers. The time period covered by the report is the snapshot date of 5th April 2022.

At Bolton Wanderers we are committed to continued progression on our gender pay gap journey ensuring equality of opportunity and making the club an employer of choice through great inclusivity of people from all backgrounds. We aim to inspire change and reduce female under representation within sport.

Our sector, professional football, is a male team sport and one renowned for high sporting salaries, therefore we are aware that the figures reported are distorted due to the unique environment in which we operate.

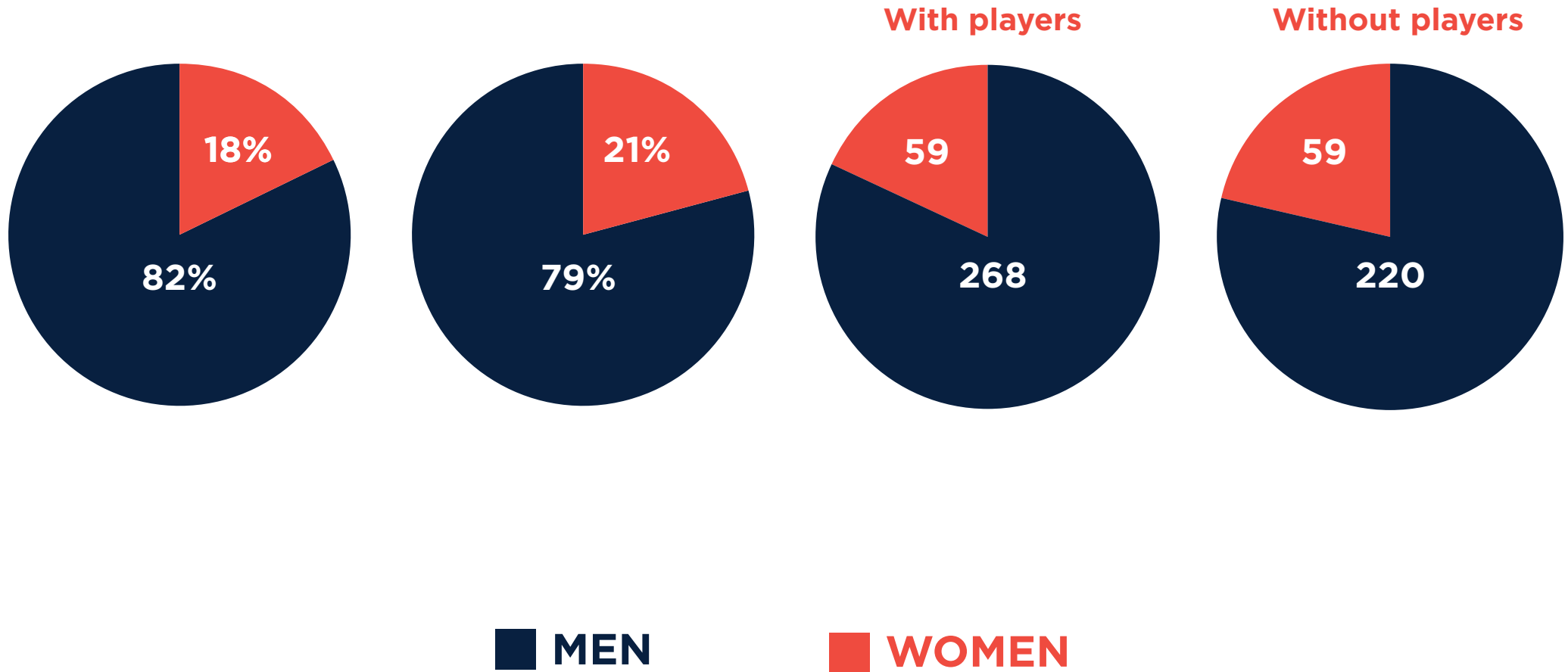
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures - one which includes our players (first team, B team and Academy) and one without.

AMY GAPSTICK

HUMAN RESOURCES MANAGER



EMPLOYEE GENDER SPLIT



DIFFERENCE IN AVERAGE HOURLY AND BONUS PAY

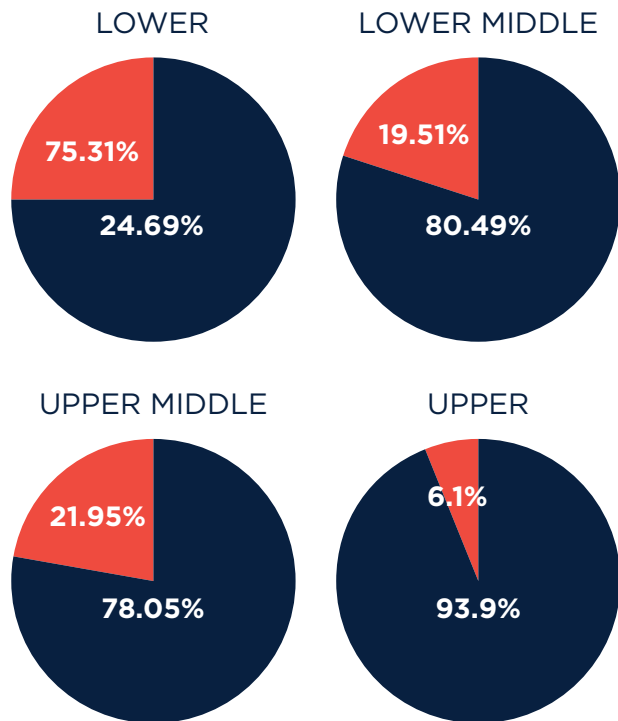
With players		Without players	
Mean Hourly Pay Gap	46.59%	Mean Hourly Pay Gap	20.08%
Median Hourly Pay Gap	4.00%	Median Hourly Pay Gap	4.00%
Mean Bonus Gap	48.71%	Mean Bonus Gap	50.00%
Median Bonus Gap	-95.40%	Median Bonus Gap	50.00%



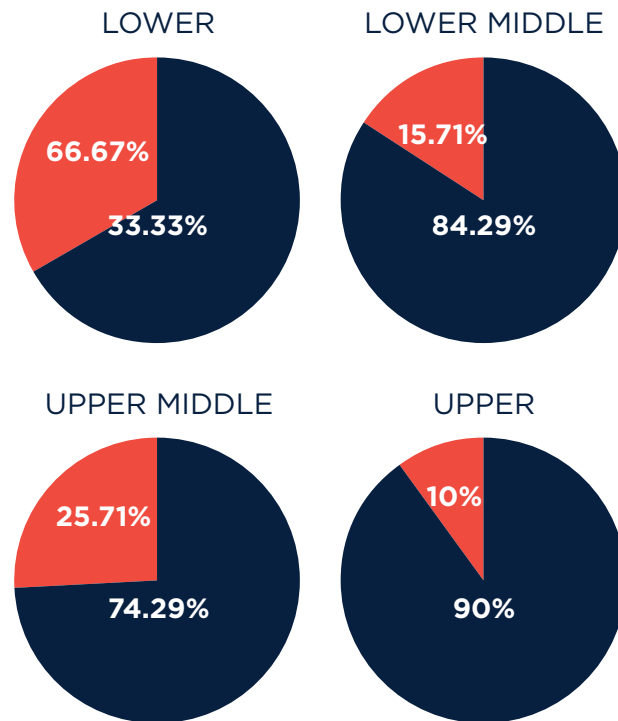
PAY QUARTERS BY GENDER

The below shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

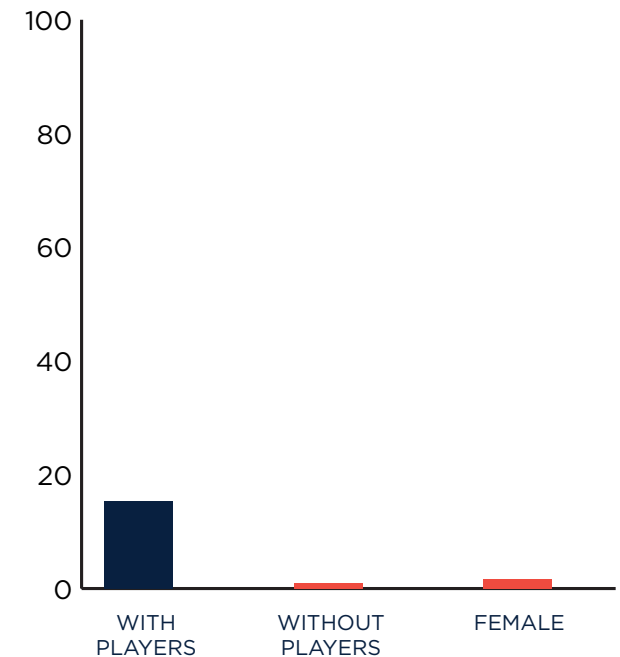
WITH PLAYERS



WITHOUT PLAYERS



PROPORTION RECEIVING A BONUS



MEN

WOMEN



WHY DO WE HAVE A GENDER PAY GAP?

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

What are we doing to address our gender pay gap?

We are committed to doing everything we can to reduce the gap.

So far, we have taken the following steps to promote gender diversity:

- Employee Recruitment - We will continue to participate in the EFL and FA's equality programmes and work with these and other relevant organisation to attract more women into the business with the aim of providing career pathways for staff to attain senior posts. Where possible, this will include more gender balanced shortlists and increases representation at all levels.
- Flexible Working Policies - We operate both flexible and hybrid working. As women traditionally shoulder more childcare responsibilities we believe this allows them to hold roles at all levels of the business with us that they wouldn't otherwise be able to do without sacrificing family responsibilities.
- Supporting parents - We have enhanced our parental policies to increase the number of weeks at full and half pay when employees have children. This is primarily a benefit to our female employees and one we hope will both support our current employees and attract more female candidates to apply for roles.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

I, Neil Hart, CEO, confirm that the information in this statement is accurate.

Signed

