



GENDER PAY GAP REPORT

MARCH 2019

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All UK companies with 250 or more employees are required by law to reveal their gender pay gap – the difference between the average hourly wages of the men and women they employ. These figures are a snapshot of our company data, as of **April 5, 2018**.

The median pay gap - the difference between the hourly rate paid to men and women in the mid-range of their respective salary scales - is the preferred method of calculation used by the Office of National Statistics as it gives the most representative figure.

The median pay gap for all the Club's **1,054** employees is **1%** - down from **17%** last year – and demonstrates our commitment to ensuring we provide rewarding, flexible career opportunities to all employees, regardless of gender. When the players and football management are excluded from the figures, the median pay gap is **0%** - down from **12%** last year.

WE ARE COMMITTED TO REWARDING ALL OUR EMPLOYEES EQUALLY FOR THE JOB THEY DO AND PAY THE SAME RATES FOR A ROLE, REGARDLESS OF GENDER. WE ARE COMMITTED TO PROVIDING OPPORTUNITIES FOR FLEXIBLE WORKING TO ALLOW OUR EMPLOYEES TO MAKE THEIR OWN LIFE CHOICES.

For clarity, we have calculated two sets of figures: one including all full-time and part-time Crystal Palace F.C employees, the other excluding the first-team squad and coaches.

1 MEAN PAY GAP

the difference between the average hourly rate for males and females

2 MEDIAN PAY GAP

the difference between the middle hourly male wage and middle hourly female wage when all wages are ordered from lowest to highest.

3 MEAN BONUS GAP

the difference between the average bonus paid to male and female employees who received a bonus.

4 MEDIAN BONUS GAP

the difference between the median bonus paid to male and female employees who received a bonus.

ALL EMPLOYEES

Mean (average) hourly pay gap	85%
Median (middle) hourly pay gap	1%
Mean (average) bonus gap	96%
Median (middle) bonus gap	54%

EXCL. PLAYERS & MANAGEMENT

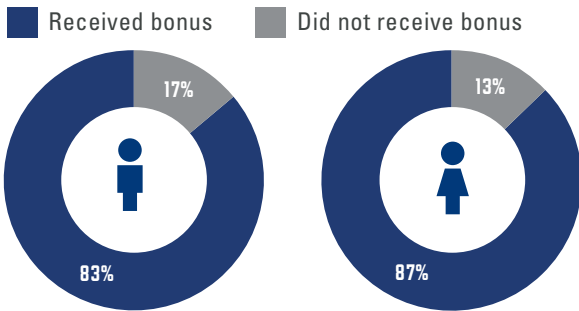
Mean (average) hourly pay gap	20%
Median (middle) hourly pay gap	0%
Mean (average) bonus gap	60%
Median (middle) bonus gap	25%



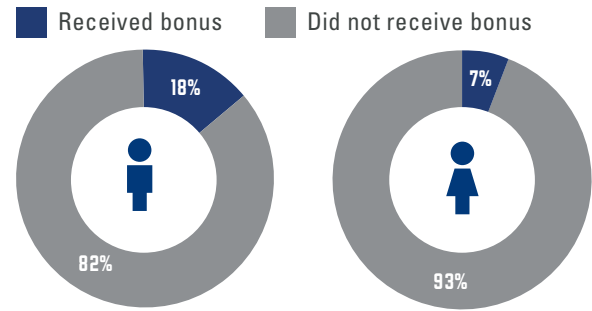
BONUS PROPORTIONS

the percentage of male and female staff paid a bonus in the last year.

BONUS PROPORTIONS: FULL-TIME STAFF



BONUS PROPORTIONS: ALL STAFF



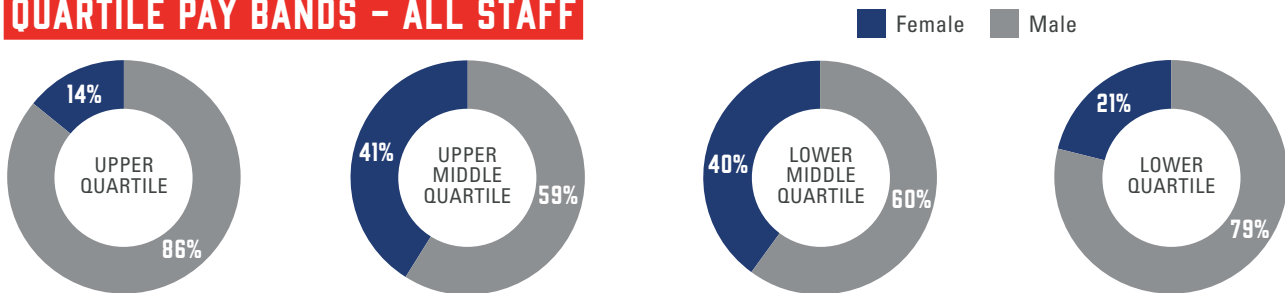
OUR NUMBER ONE ASSET IS OUR PEOPLE, WE ARE COMMITTED TO ATTRACTING AND RETAINING THE VERY BEST STAFF REGARDLESS OF GENDER OR ANY OTHER ASPECT OF DIVERSITY



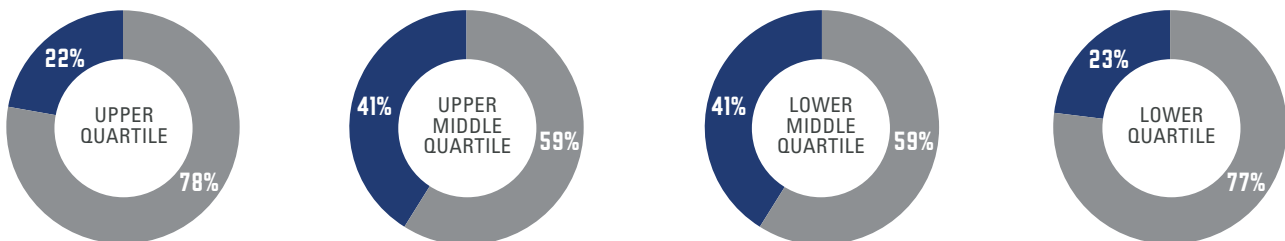
QUARTILE PAY BANDS

the percentage of male and female staff in each of the four pay bands, in descending order with highest earners in the Upper Quartile.

QUARTILE PAY BANDS - ALL STAFF



QUARTILE PAY BANDS - EXCL. PLAYERS & MANAGEMENT



I confirm the information contained within this report is accurate.

Signed:

Phil Alexander, Chief Executive, Crystal Palace Football Club

