



Coventry City Football Club are committed to becoming a more diverse organisation.

Our Gender Pay Gap report contains important information about Coventry City's gender pay gap as required by law.

In accordance with the reporting requirements, our figures include all players, all staff including the Academy, all stewards and include both part time and full-time staff.

To place these figures into context, the highest paid individuals in our organisation are male footballers. As expected, from a professional football club our players, first team manager and assistant manager are all male and have significantly higher salaries than our other employees which also include related bonus payments which usually account for a larger gender pay gap than many other organisations. However, due to the League 2 status of the club at the snapshot date, the figures show a different view due to a reduced workforce, reduction in salaries and bonuses throughout the club.

The club is committed to equality of pay at all levels and will continue to recruit the most qualified and suitable applicant for each role based on merit and the applicant's ability to perform the role.

The number of male applicants still exceeds the number of female applicants applying for certain roles at Coventry City and so we are continually improving our recruitment process to ensure a balanced workforce.

### Our Gender Pay Gap Figures:

|                             |         |
|-----------------------------|---------|
| Mean Gender Pay Gap         | -6.1%   |
| Median Gender Pay Gap       | -27.7%  |
| Mean Bonus Gender Pay Gap   | -6.4%   |
| Median Bonus Gender Pay Gap | -934.5% |

### Percentage of Employees who received Bonus Pay

|  |      |
|--|------|
| Proportion of Males who received a Bonus Payment   | 8.5% |
| Proportion of Females who received a Bonus Payment | 1.6% |

### Employees Pay by Quartile

|                        |        |       |
|------------------------|--------|-------|
| Upper Quartile:        | Male   | 79.7% |
|                        | Female | 20.3% |
| Upper Middle Quartile: | Male   | 74.3% |
|                        | Female | 25.7% |
| Lower Middle Quartile: | Male   | 79.7% |
|                        | Female | 20.3% |
| Lower Quartile:        | Male   | 83.8% |
|                        | Female | 16.2% |

April 2019

