



# COVENTRY CITY FOOTBALL CLUB

...LET'S ALL SING TOGETHER

Coventry City Football Club is committed to becoming a more diverse organisation. The Club is working in accordance with the EFL Code of Practice and is a signatory to the FA's Leadership Diversity Code.

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, scholars, all full time and part time staff including the Academy and Retail Stores. It also includes all casual staff including all stewards and match day 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, U21s, and Scholars), First team Manager, Assistant Manager, and senior coaches are all male and have significantly higher salaries than our other staff and also include related bonus payments, which accounts for a larger gender pay gap than many other organisations.

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 and in accordance with the Club's Safer Recruitment Policy.

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 include 'blind recruitment' to ensure a balanced workforce.

**Here is the link to the full Gender Pay Gap Report for 2023/24 with a snapshot date of 5<sup>th</sup> April 2023:**

<https://gender-pay-gap.service.gov.uk/EmployerReport/AcczH52I/2023>

April 2024



#PUSB



Coventry City Football Club Limited

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