



COVENTRY CITY FOOTBALL CLUB

...LET'S ALL SING TOGETHER

Coventry City Football Club are committed to becoming a more diverse organisation and are working in accordance with the EFL Code of Conduct and are signatories to the FA 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, 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 and senior coaches 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.

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	30.8%
Median Gender Pay Gap	-11.1%
Mean Bonus Gender Pay Gap	79.1%
Median Bonus Gender Pay Gap	11.9%

Percentage of Employees who received Bonus Pay

Proportion of Males who received a Bonus Payment	41.8%
Proportion of Females who received a Bonus Payment	12.5%

Employees Pay by Quartile

Upper Quartile:	Male	82.9%
	Female	17.1%
Upper Middle Quartile:	Male	74.3%
	Female	25.7%
Lower Middle Quartile:	Male	65.7%
	Female	34.3%
Lower Quartile:	Male	98.6%
	Female	1.4%

April 2020



#PUSB

