

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.

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 their 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	24.5%
Median Gender Pay Gap	11.1%
Mean Bonus Gender Pay Gap	64.9%
Median Bonus Gender Pay Gap	-25.4%

Percentage of Employees who received Bonus Pay

Proportion of Males who received a Bonus Payment	26.8%
Proportion of Females who received a Bonus Payment	4.2%

Employees Pay by Quartile

Upper Quartile:	Male	90.3%
	Female	9.7%
Upper Middle Quartile:	Male	84.7%
	Female	15.3%
Lower Middle Quartile:	Male	83.3%
	Female	16.7%
Lower Quartile:	Male	76.4%
	Female	23.6%

Date: 28th March 2018