



GENDER PAY GAP REPORT

PUBLISHED APRIL 2019

New legislation requires the club to report certain statistics regarding the difference between male and female rates of pay.

The data includes all staff, including the players and relates to a specific snapshot date of 5th April 2018.

The information we are required to report is as follows;

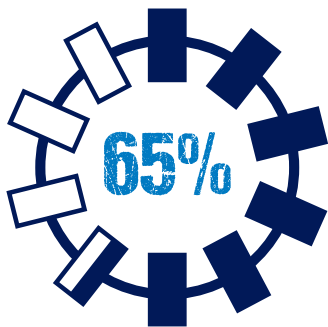
- The percentage difference in the mean pay of men and women;
- The percentage difference in the median pay of men and women;
- The percentage difference in mean bonus pay of men and women;
- The percentage difference in median bonus pay of men and women;
- The proportion of men and women who received bonus pay;
- The proportion of men and women included in each of four quartile pay bandings.

The data for Preston North End Football Club is set out below.

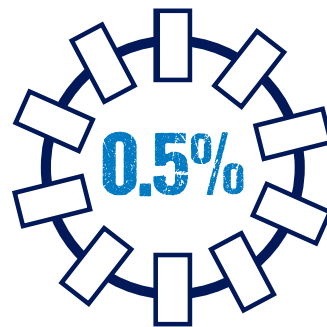
Due to the marketing and media investment in professional football, the market wage rate for players and football management staff is inherently high. This, combined with the fact that the regulations of the league we compete in stipulate that our professional players are male, the pay gap in the company is also inherently high.

However, as a club, we are committed to equal opportunities for men and women in other roles. We employ two females in the club's executive management team and have other female staff in key media, commercial and financial roles.

THE MEAN GENDER PAY GAP



The difference between the mean (average) hourly rate of pay that male and female full-pay relevant employees receive.

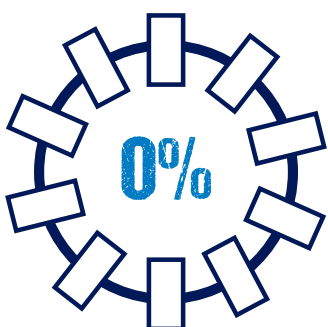


The same figure excluding first team players and football management staff.

The football industry shows more of a gap than other industries due to the amount paid to professional footballers and the regulations governing the sport that stipulate that professional players are male.

When the players and football management staff are excluded, the gap is significantly reduced to just 0.5%.

THE MEDIAN GENDER PAY GAP *(Including players and football management staff)*



The difference between the median (middle) hourly rate of pay that male and female full-pay relevant employees receive.

THE MEAN BONUS GENDER PAY GAP



The difference between the mean bonus pay that male and female relevant employees receive.

THE MEDIAN BONUS GENDER PAY GAP



The difference between the median bonus pay that male and female relevant employees receive.

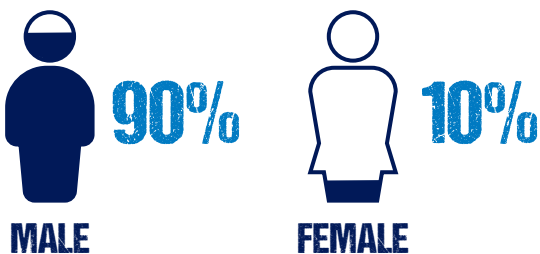
As bonuses are only paid to professional footballers and football management based on results and league position, and hence no bonuses are paid to women, the gap in both cases is 100%.

The proportion of males receiving a bonus payment is 12% and basically represents the football players and management staff, as a proportion of all male employees.

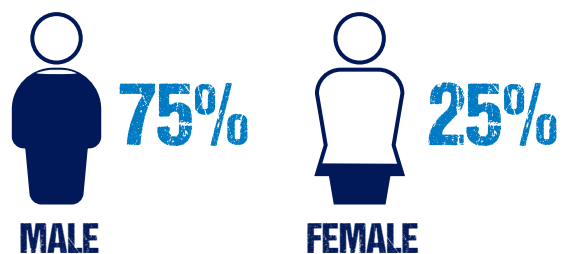
As stated above, 0% of females receive a bonus payment as the club only pays bonuses to players and football management staff.

Proportion of males and females in each of four pay quartiles (Including players and football management staff)

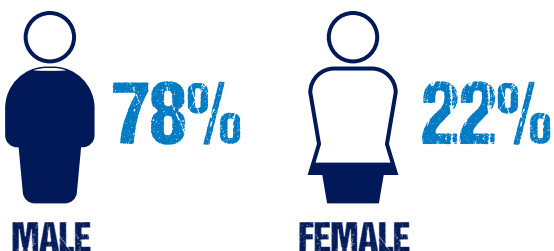
UPPER PAY QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

