



# GENDER PAY GAP REPORT

# GENDER PAY GAP REPORT

---

This report contains important information on Aberdeen Football Club's (Club) gender pay gap as required by law, as well as additional information to give background and context to the disclosures.

The Club play in professional football governed by a number of different bodies:

- Scottish Professional Football League (SPFL) which is the primary organisation that we are a member of, that allows our First Team to compete in the highest football league in Scotland.
- Scottish Football Association (SFA) which is the secondary organisation that we are a member of, that controls football in Scotland and licences us to play in UEFA competitions such as the Europa League.
- Union of European Football Associations (UEFA) organises cup competitions within the European area such as the UEFA Champions League and UEFA Europa League under its licence from the world-wide umbrella organisation FIFA. UEFA own the rights to the European Football Championship.
- *Fédération Internationale de Football Association (FIFA) is the lead organisation for football world-wide, which licences member bodies such as the SFA and UEFA. FIFA own the rights to the World Cup.*

Across the many associations controlling football in different countries, the rules for participation by men and women in football vary widely, but none have yet taken the step of permitting men and woman to play together in professional football. As such, the Club are a men's professional football club, who are committed to putting as successful a team onto the pitch as resources allow. This naturally leads to an imbalance of the higher-earners at the Club being male and the associated bonuses for success on the pitch leads to an imbalance in the bonuses paid across the Club.

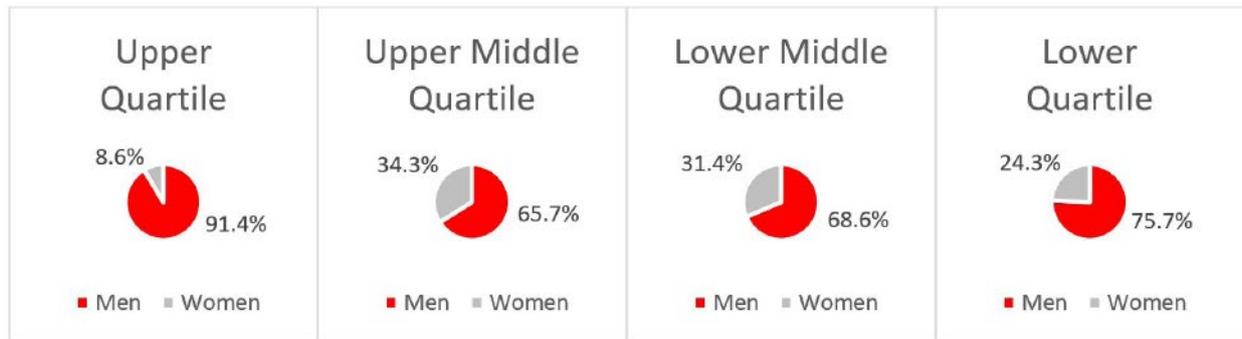
Out with the restrictions of the professional players being male, the Club are committed to being as diverse an organisation as it can be. The Club are committed to pay equality and pay between comparable employees is based on merit and never linked to gender. The number of men applying for jobs at the Club is higher than the number of women and we are working hard to improve the recruitment process to increase the possibility of hiring a more balanced workforce.



## STATUTORY REQUIREMENTS

---

The number of men and women working at the Club split into 4 separate quartiles based on the ranking of hourly pay rates is as follows:



Mean Hourly Pay Gap	55.9%
Median Hourly Pay Gap	17.7%
Mean Bonus Gap	76.8%
Median Bonus Gap	85.0%

Proportion of employees receiving a bonus is as follows:

Men	23.8%
Women	15.5%



## INTERPRETATION OF DATA

---

For the purposes of Gender Pay Gap Reporting the Club have 280 employees at the reference date of 5th April 2017, including its extensive pool of matchday staff. Our annual report to 30 June 2017 disclosed the average number of full-time equivalent employees as follows:

Players	39
Football Management	19
Scouting / Youth Development	9
Commercial / Administration	43
Maintenance	11
	<hr/>
	121
	<hr/>

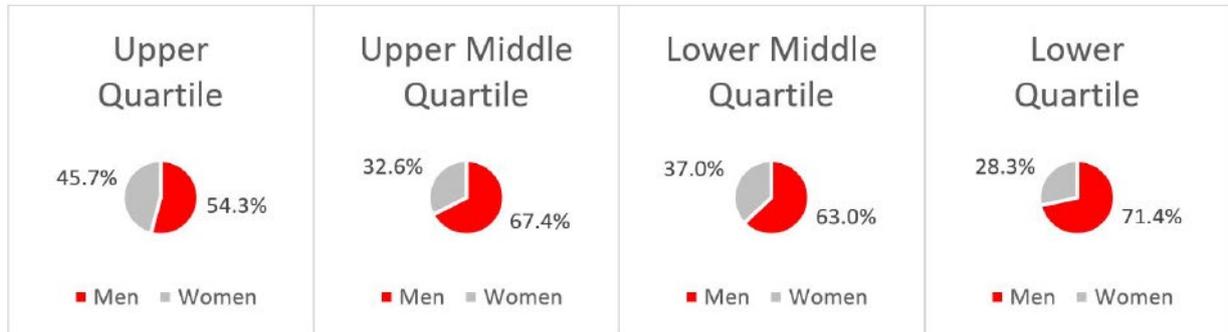
It can be clearly seen from the foregoing that our matchday staffing, where staff work 3-5 hours on a matchday between 1 and 4 times in any particular month, heavily influences the apparent scale of our workforce.

We have re-analysed the data and removed the wages and bonuses associated with the professional football players and the immediate football management and support staff and have re-presented the data for the remaining commercial, administrative and matchday staff.



## STATUTORY REPORTING CRITERIA (EXCLUDING FOOTBALL RELATED EMPLOYEES)

The number of men and women working at the Club split into 4 separate quartiles based on the ranking of hourly pay rates is as follows:



Mean Hourly Pay Gap	30.7%
Median Hourly Pay Gap	-2.1%
Mean Bonus Gap	-1.3%
Median Bonus Gap	-78.0%

Proportion of employees receiving a bonus is as follows:

Men	4.7%
Women	15.5%

It can be seen from this re-presented data that the number of women included in the top quartile has greatly increased from an 8.6% proportion of women to a 45.7% proportion of women. The numbers falling in the other quartiles have not changed significantly. There remains a Mean Hourly Pay Gap of 30.7% principally because of the higher number of men working across all job roles at the Club. It can be seen that the Median Hourly Pay rates are very similar for both men and women, with a slight swing in favour of women leading to the small negative percentage reported above. Bonuses paid during the reference period were slightly higher for women than for men leading to the negative percentages reported above.

