



GENDER PAY GAP

THE WELSH RUGBY UNION LIMITED
REPORT 2023

SNAPSHOT DATE 5TH APRIL 2022

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INTRODUCTION

The Welsh Rugby Union Limited are committed to gender equality and it is our role to ensure that women and girls can be at their best in Welsh rugby. In the last 18 months we have made some significant steps forward, with the introduction of professional contracts for the women's national team and the facilities and support structures in place to allow women's rugby to flourish in Wales.

We acknowledge there is still much more work to do to create a more equitable environment for women in all parts of our game. We have significant work to do to ensure the culture shift we demand, happens. This is why women are at the centre of our Equality, Diversity and Inclusion Plan, which will be published in 2023.

Our gender pay gap has increased slightly since 2021, however there were only 130 relevant employees during this period, due to the pandemic, in comparison to 348 for the 2022 snapshot date. The Welsh Rugby Union Limited chose to voluntarily report this data in 2021 and will continue to be transparent with our gender pay gap information. We recognise that we still have much more to do with regards to attracting, retaining and developing the women The Welsh Rugby Union Limited needs to succeed.

As part of our ambition to eliminating our gender pay gap, we will commit in 2023 to the following:

- Work transparently with the Independent Review Panel, Welsh Government and Sport Wales to identify and implement all actions required to improve our culture
- Invest further in Wales Women's national team and performance pathway
- Improve the number of women in governance roles
- Ensure our people managers receive training and support to ensure we recruit, retain and develop women within The Welsh Rugby Union Limited
- Do more to develop our understanding of the gender pay gap and how we can be better
- Establish an annual women in rugby conference to share barriers, learnings and ideas



Lydia Stirling
People Director

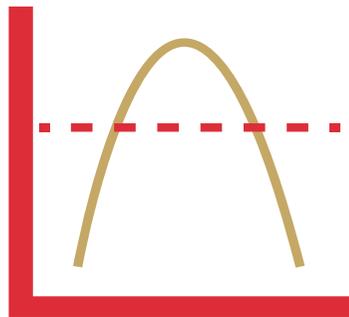


WHAT IS GENDER PAY GAP?

The Gender Pay Gap is the difference between average (mean or median) pay of men and women. This is expressed as a percentage of men's earnings.

Gender pay is not the same as equal pay. Equal pay describes men and women being paid the same, for similar work. Equal pay is a requirement under the Equality Act (2010) that all employers must adhere to.

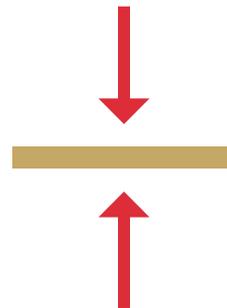
The Welsh Rugby Union Limited are required to publish gender pay gap information annually. We are only required to publish one figure, however in the interests of transparency, we also publish data where men's senior players and coaches are excluded.



MEAN DEFINITION

The mean is calculated by adding all values together and dividing by the number of values.

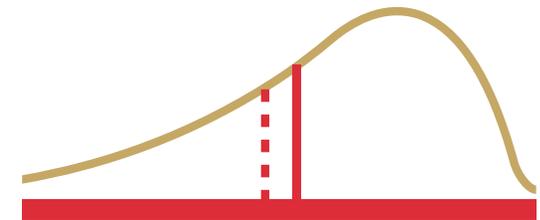
For example, $10+11+12= 33$
 $33/3=11$ Mean=11



MEDIAN DEFINITION

The median is the middle value, where all values are sorted in order.

For example, 10, 15, 20.
The middle value is 15. Median=15



MEAN vs MEDIAN

The Welsh Rugby Union Limited generally refers to the median when discussing gender pay gap. This is because it considers the typical experience for men and women, as the 'middle value'. It is also less likely to be skewed by high or low earners.



OUR GENDER PAY GAP

THE WELSH RUGBY UNION LIMITED

On average, women earn 10.9% less than men at The Welsh Rugby Union Limited when comparing the median pay figures. The mean figure is 34.4%. The median value represents a small increase since 2021 (9.6%), however the organisation has undergone significant change post pandemic. For comparison, the national average in 2021 was 15.5% (ONS, 2022). The mean figure is significantly higher than the median average as this is influenced by the number of men in higher paid roles, such as our Executive Board and senior men’s team and staff, which is demonstrated by removing men’s senior team players and staff from our reporting (mean 20.6% and median 10.4%). Our mean gender pay gap has reduced slightly since 2021 and each year since reporting began.

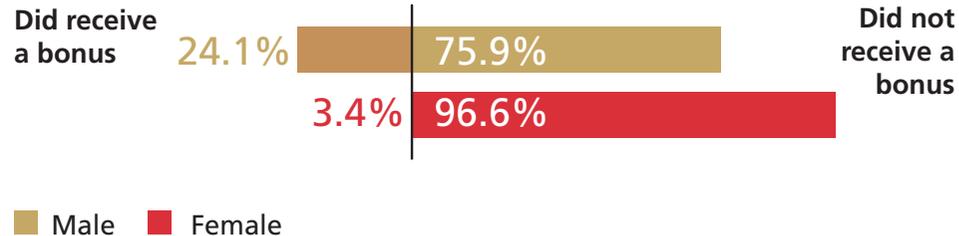
Gender Pay Gap

Mean	Median
34.4%	10.9%

Gender Bonus Gap

Mean	Median
-36.5%	-1150.0%

Proportion of Relevant Employees Receiving a Bonus



The Welsh Rugby Union Limited has 348 ‘relevant employees’ as at the snapshot date which is significantly higher than last year as a result of the Covid-19 pandemic and employees on furlough.



OUR GENDER PAY GAP

THE WELSH RUGBY UNION LIMITED

Year on Year

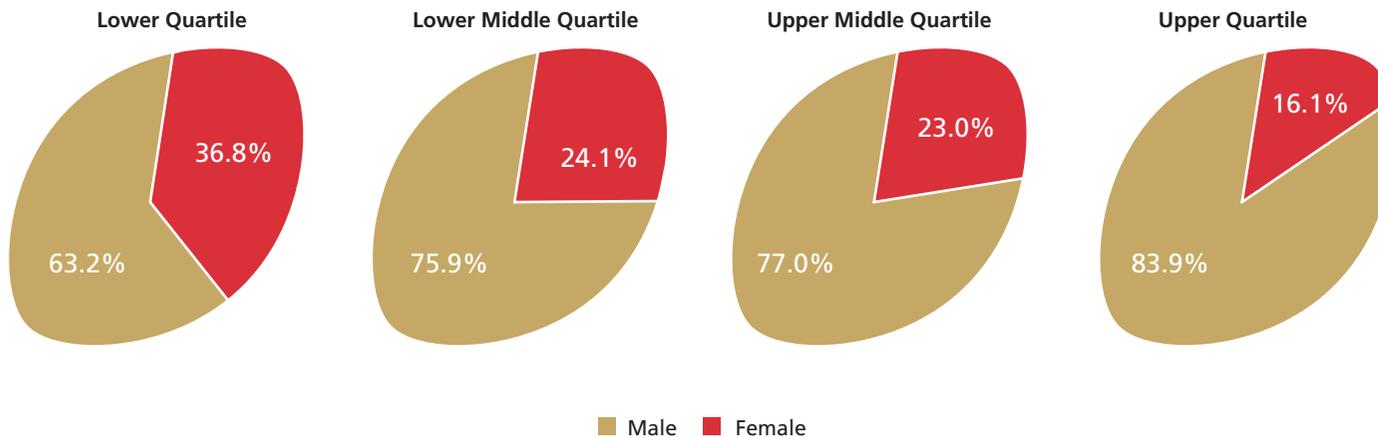
The comparison of our gender pay and bonus gaps for The Welsh Rugby Union Limited in the past five years, as published is:

Report year	2019	2020	2021	2022	2023
Mean gender pay gap	50%	46.1%	42.3%	34.8%	34.4%
Median gender pay gap	17.6%	14.4%	7.4%	9.6%	10.9%
Mean gender bonus gap	100%	100%	100%	100%	-36.5%
Median gender bonus gap	100%	100%	100%	100%	-1150%

In terms of bonus pay, the median value is significantly in favour of women due to the smaller number of women receiving bonuses and the comparatively higher value of the bonuses.

Pay Quartiles

The proportion of men and women in each pay quartile is as follows:



We analysed our figures and excluded payments made to a total of 10 players and team management from the Senior Men's National Squad (including National Dual Contract Players). This reduced our mean and median pay gaps to the following:

Gender Pay Gap

(Without Senior Men's National Squad)

Mean	Median
20.6%	10.4%

The distribution of men and women across each pay quartile shows that we have a disproportionate number of men in the upper pay quartile, in particular. Our higher earners are men and only 16.1% of people in the upper quartile are women. Conversely, we have a disproportionate number of women in the lower quartile (36.8%) which again contributes to our median gender pay gap. Our lower middle and upper middle quartiles are broadly representative of the number of women working for The Welsh Rugby Union Limited.



OUR GENDER PAY GAP Millennium Stadium plc

Millennium Stadium plc has 801 'relevant employees' for the purposes of this report, comprising of employees and other individuals (such as casual workers engaged on event days), whose remuneration has been included in our report. The median and mean pay gaps has increased since last years report, however, this years snapshot date is significantly higher in terms of the number of relevant employees, increasing from 47 to 801. This increase was due to the pandemic and 2023's snapshot date should give a more accurate comparison for any trends in the average pay gap for Millennium Stadium plc.

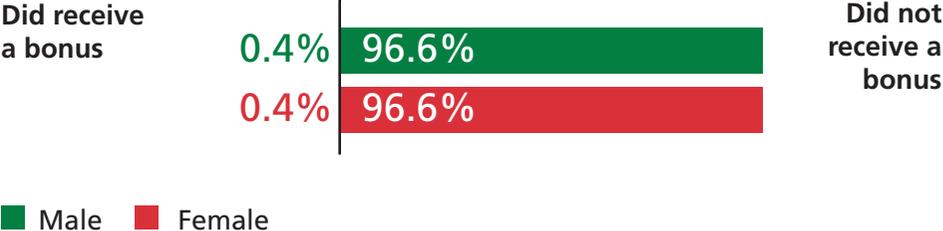
Gender Pay Gap

Mean	Median
5.8%	0.0%

Gender Bonus Gap

Mean	Median
-60%	-60%

Proportion of Relevant Employees Receiving a Bonus



Millennium Stadium plc does not operate a formal company bonus scheme for employees, which explains the low number of eligible employees. Ad hoc and discretionary bonuses are occasionally paid to employees.



OUR GENDER PAY GAP Millennium Stadium plc

During the snapshot period, Millennium Stadium plc had 801 relevant employees. In terms of the median pay gap, there was no positive or negative pay gap reported for 2022. The mean gender pay gap was 5.5%. This sees a slight reduction in the median gender pay gap, compared to a positive gender pay gap for women in 2021 (-11.1%).

Year on Year

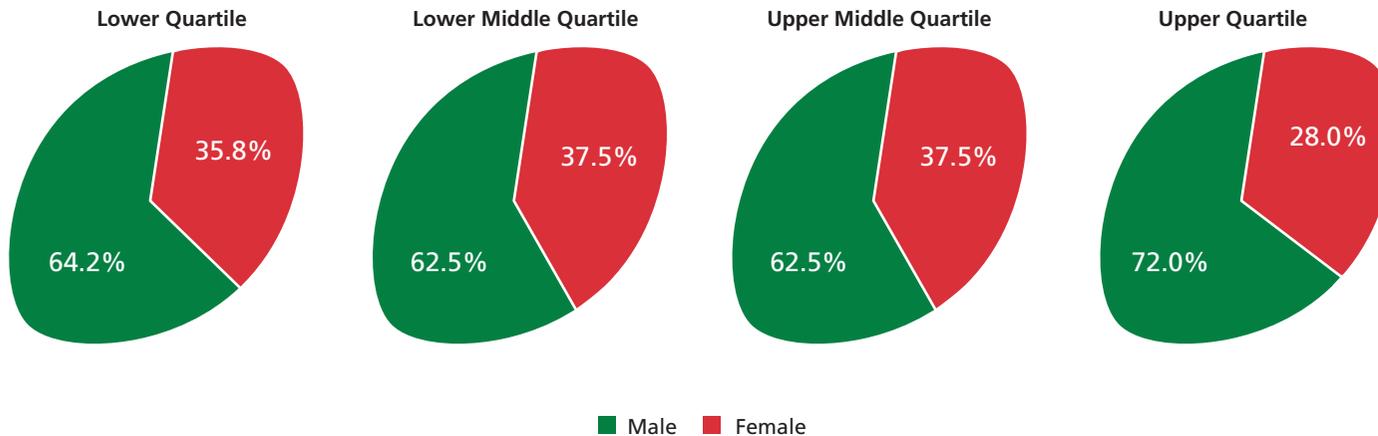
The comparison of our gender pay and bonus gaps for Millennium Stadium plc in the past five years, as published is:

Report year	2019	2020	2021	2022	2023
Mean gender pay gap	5.2%	2.3%	2.2%	-20.7%	5.8%
Median gender pay gap	0.0%	0.0%	0.0%	11.1%	0.0%
Mean gender bonus gap	84.9%	100%	100%	100%	-60%
Median gender bonus gap	84.9%	100%	100%	100%	-60%

The distribution of women across Millennium Stadium plc is more even than at The Welsh Rugby Union Limited; there is also a higher proportion of women in the upper and upper middle pay quartiles, accounting for a more favorable gender pay gap.

Pay Quartiles

The proportion of men and women in each pay quartile is as follows:



In terms of bonus pay gap, this is more favorable for women (-60%). This is due to proportionately more women receiving a bonus than men, in 2022 (0.4% of relevant male and female employees).



DECLARATION

THE WELSH RUGBY UNION LIMITED CONFIRMS THAT THE INFORMATION PROVIDED ADHERES TO EQUALITY ACT (2010) GENDER PAY GAP INFORMATION REGULATIONS (2017).



Ieuan Evans
Chair



Nigel Walker
Interim CEO



Lydia Stirling
People Director

