

Gender Pay Gap Information

The UK Government has introduced new reporting regulations under The Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap from April 2017 onwards. Here we provide the statutory information and the context of our results.

Mean Gender Pay Gap	88.41%
Median Gender Pay Gap	15.59%
Mean Bonus Gender Pay Gap	98.18%
Median Bonus Gender Pay Gap	35.99%
Proportion of Males Receiving a Bonus Payment	46.31%
Proportion of Females Receiving a Bonus Payment	11.60%

Proportion of men / women in the quartile pay bands:		<u>Women</u>	<u>Men</u>
	Upper	9.45%	90.55%
	Upper Middle	46.03%	53.97%
	Lower Middle	55.12%	44.88%
	Lower	46.03%	53.97%

The mean gender pay gap for Burnley Football Club has been calculated at 88.41%. This is a direct result of the highest paid people within the business being male footballers.

The median average, which is less affected by extreme values, presents a much lower pay gap of 15.59%

The mean gender bonus gap is 98.18% as this includes footballer bonus payments

The quartile analysis shows that the biggest gap is within the upper quartile, which is to be expected when including the footballer salaries.

I can confirm the data reported is accurate.

Ian Hargreaves

Financial Controller

