

ARSENAL FOOTBALL CLUB  
**GENDER PAY GAP  
REPORTING 2017**

WEBSITE ANNOUNCEMENT



# GENDER PAY GAP REPORTING 2017



Welcome to our first Gender Pay Gap (GPG) report looking at the differences in pay and bonus between men and women here at Arsenal Football Club.

GPG is an equality measure that shows the difference in average earnings between women and men. Our report has been verified by independent reward experts.

While the Government requires us to publish just one set of figures, in the interests of transparency, we are publishing two sets of figures – one with the players and managers (men and women) and one without.

Our results are as follows:

	INCLUDING PLAYERS	EXCLUDING PLAYERS
MEAN GENDER PAY GAP IN HOURLY PAY	79.6%	16.8%
MEDIAN GENDER PAY GAP IN HOURLY PAY	-2.5%	-0.70%
MEAN GENDER BONUS GAP	92.4%	42.6%
MEDIAN GENDER BONUS GAP	-193.9%	-214.9%

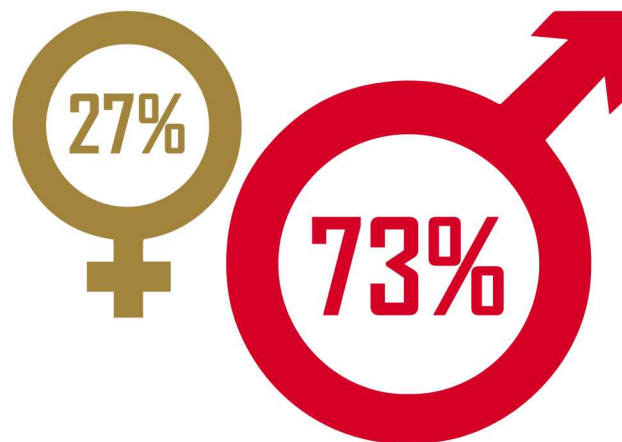
Our mean pay gap (excluding players) of 16.8% is slightly higher than the national average of 13.9% (Fawcett Society). The median gender pay gap in hourly pay is in favour of females and is significantly lower than the 2016 national median of 18.1% in favour of males (Office for National Statistics).

Our mean gender bonus gap (excluding players) is 42.6%. This result is as a direct consequence of gender imbalance

at the senior leadership levels and is below the national average of 57% (UK Government). Again, the median gender bonus gap is in favour of females.

I am convinced a diverse organisation is a more successful organisation and we have worked hard over many years through our 'Arsenal for Everyone' programme to ensure we are an inclusive Club.

**WE HAVE BEEN ACUTELY AWARE FOR A NUMBER OF YEARS THAT THERE ARE MORE MEN (73%) THAN WOMEN (27%) WORKING AT ALL LEVELS OF OUR CLUB AND THAT, PARTICULARLY AT THE MOST SENIOR LEVELS, THERE ARE STILL VERY FEW WOMEN.**



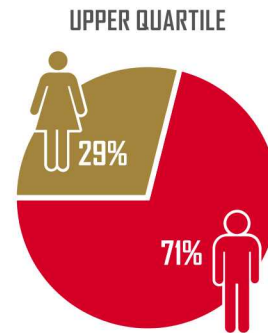
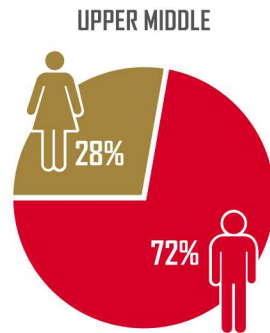
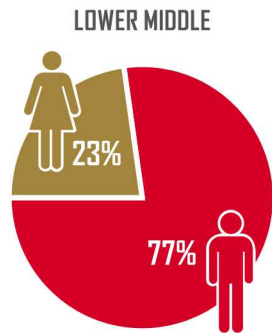
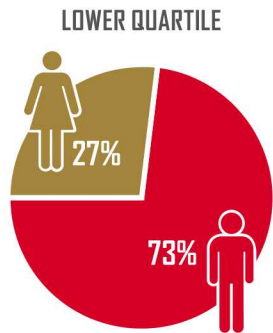
**“A DIVERSE ORGANISATION IS A MORE SUCCESSFUL ORGANISATION”**

**IVAN GAZIDIS  
CEO, ARSENAL FOOTBALL CLUB**

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The following graphs show the numbers and percentages of males and females in each of the pay quartiles.



**LOWER QUARTILE**



**LOWER MIDDLE**



**UPPER MIDDLE**

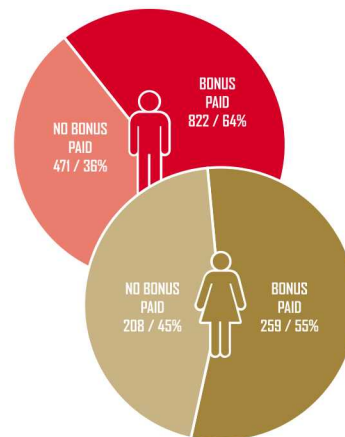


**UPPER QUARTILE**



**BONUS DATA**

64% of males and 55% of females were awarded a bonus payment in the relevant period.





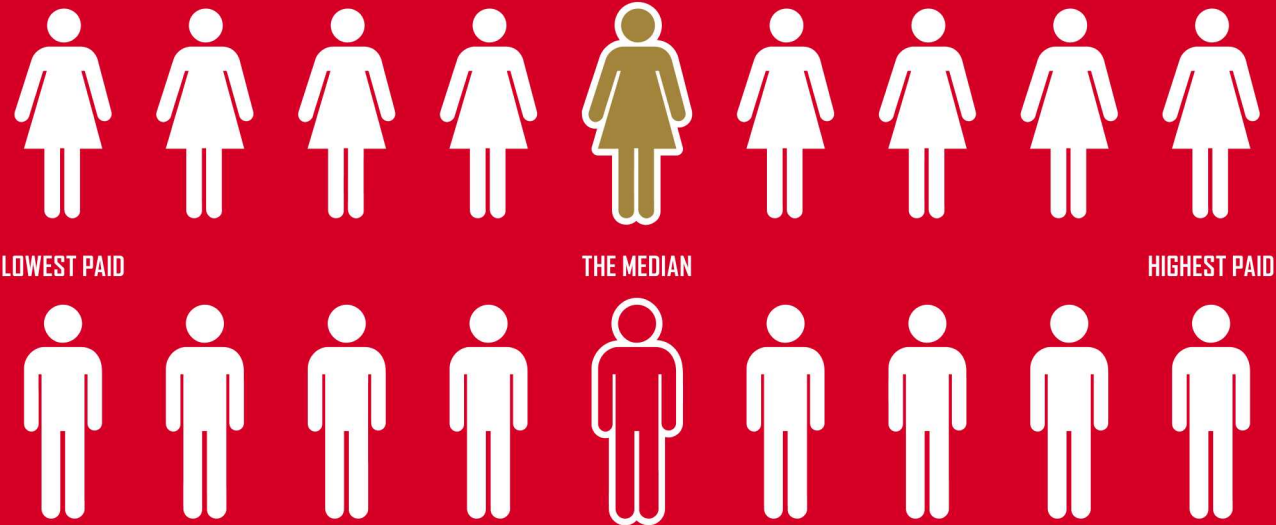
# DEFINITIONS OF "MEAN", "MEDIAN" AND "QUARTILES"

THE "MEAN" OR THE "AVERAGE" IS THE DIFFERENCE IN AVERAGE EARNINGS FOR MEN AND WOMEN.

The mean is calculated by adding up all the numbers in a sequence and dividing this answer by the number of numbers in that sequence. For example if you had a sequence of 5 annual salaries; £19,100, £23,000, £25,450, £26,000, £28,000. The mean would be the sum of these numbers added together = £121,550/5, therefore the mean value is £24,310.



THE MEAN



THE "MEDIAN" IS THE MIDDLE NUMBER IN A SET OF DATA WHERE THE SEQUENCE OF DATA IS PUT IN ORDER FROM LOWEST TO HIGHEST.

Therefore in a set of data if you had the following hourly pay rates; £10.20, £10.75, £10.85, £11.50, £12.10, £15.60 and £16.20, the median hourly pay rate is £11.50. The median will have the same number of hourly pay rates below the median value as above the median value. In an even set of numbers, the median is obtained by adding the two middle numbers together and dividing by 2.

"QUARTILES" DIVIDE A RANK-ORDERED DATA SET (ARRANGED BY LOWEST TO HIGHEST) INTO FOUR EQUAL PARTS. THE UPPER QUARTILE IS THE TOP 25%, THE UPPER MIDDLE QUARTILE IS THE NEXT 25% AND SO ON.

LOWER QUARTILE

LOWER MIDDLE QUARTILE

UPPER MIDDLE QUARTILE

UPPER QUARTILE

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We should also remember that traditionally football and sport in general has been a male-dominated industry.

We are already taking a number of steps to address the gender imbalance at the Club under our 'Arsenal for Everyone' programme.

We recognise there is no room for complacency and despite more recent football appointments (on and off the pitch) having the potential to make our gender pay and bonus figures look worse next year, we are fully committed to ensuring any perceived or actual barriers to progression in the Club are tackled. We will over the coming weeks and months set targets in an effort to measure progress. In the meantime, we are fully committed to:

**1** INCREASING DIVERSITY ACROSS ALL LEVELS OF THE CLUB;  
ACTIVELY SEEKING TO ATTRACT AND RECRUIT WOMEN

**3** CONTINUING TO ENCOURAGE MORE FLEXIBLE WORKING  
AND ENSURING WE PROMOTE MORE AGILE WORKING



**2** INCREASING DIVERSITY IN SENIOR LEVEL ROLES BY  
ENSURING SHORTLISTS INCLUDE MEN AND WOMEN

**4** CONTINUING OUR WORK TO ENSURE ARSENAL IS A CLUB WHERE  
DIVERSITY IS AT THE CENTRE OF HOW WE OPERATE. IT WILL MAKE  
US MORE EFFECTIVE AND HELP US MAKE BETTER DECISIONS

**Declaration:** We confirm that our gender pay gap data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Ivan Gazidis**

CEO, Arsenal Football Club

**Karen Ann Allchurch**

People Director