



# GENDER PAY GAP REPORT 2017

---

## Nottingham Forest Football Club Gender Pay Report 2017

Nottingham Forest Football Club is committed to equal opportunities and to treating all our employees fairly and equitably. We aim to build an organisation in which all individuals have the opportunity to develop their careers, perform to the best of their ability and reach their highest potential regardless of gender and any other legally protected characteristics.

This is our first Gender Pay Report. It shows there is a median gender pay gap which is below the national average and a mean gender pay gap which is above.

### **1. Gender Pay Gap Results**

We are committed to treating women and men fairly and equitably and ensuring their pay is equal where they undertake the same job.

Gender pay is different to equal pay. Gender pay gaps represent the difference in average pay between men and women across an organisation and as a result are influenced by the gender balance across all levels. In contrast, an equal pay gap represents an unlawful difference in pay between male and female employees performing equal work which is not due to a material factor.

Our median gender pay gap is 11.9% which is below the national median pay gap of 18.4%.

Our mean gender pay gap is 68.8% which is above the national mean pay gap of 17.4%.

This gap arises because of the inclusion of the First Team Manager, the Coaching Staff and the Players in the calculations, as well as a higher number of men to women working at all levels within our organisation, that total split being 72% male and 28% female.



# GENDER PAY GAP REPORT

## 2017

---

Our mean bonus pay gap is 99.9% and our median bonus pay gap is 0% which is due to the fact that bonus eligibility currently extends to Players and First Team Management.

In the 2016/17 pay period, 12.9% of men and 0.5% of women received a bonus payment.

### 2. Statutory Reporting Requirements

The table below sets out the gender pay position at Nottingham Forest Football Club:

Difference in mean pay	68.8%	Difference in mean bonus pay	99.9%
Difference in median pay	11.9%	Difference in median bonus pay	0%
Proportion of men & women who received a bonus payment in the 2016/17 pay period	Men: 12.9%                      Women: 0.5%		
Proportion of men and women in each quartile of our pay distribution		Men	Women
	Upper Quartile	87.2%	12.8%
	Upper Middle	71.8%	28.2%
	Lower Middle	71.8%	28.2%
	Lower Quartile	56.1%	43.9%

### 3. Our Commitment

We cannot eliminate the gender pay gap completely due to our Football Management, Coaching and Playing jobs being filled by men.

In other areas of our organisation we commit to recruiting and rewarding employees regardless of gender and all other legally protected characteristics and in particular to do the following:



# GENDER PAY GAP REPORT 2017

---

<b>Employee Recruitment</b>	<b>Employee Reward</b>
We will work with the EFL and other relevant organisations to identify ways to attract more women into our organisation to create more gender balanced shortlists and increase representation at all levels.	We will build gender pay gap analysis into our pay review process, to monitor pay and ensure there is no bias towards gender from job offer to salary reviews to promotion.
<b>Employee Relations</b>	<b>Employee Training</b>
We will publicise the flexible nature of many of our roles to encourage flexible working across our organisation to ensure that our people can work in a way that best suits their work-life balance.	We will undertake training in Diversity and Unconscious Bias to raise awareness and reduce bias.

Nottingham Forest Football Club is committed to pay equality and believes that pay between comparable employees should always be based on merit and never linked to gender.

I confirm the data reported is accurate.

**Samantha Gordon**  
**Chief Financial Officer**  
29 March 2018