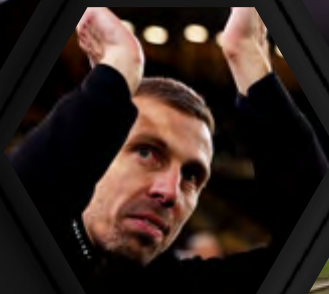




Wolves

Gender pay and bonus reporting statistics 2024



Founded in 1877, Wolves is a professional football club and founding member of the English Football League, currently playing in the highest level of domestic football in England, the Premier League.

This report illustrates Wolves' statutory gender pay gap disclosure, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for any organisation with 250 or more employees to publish transparent data.

The data published in this report relates to those paid by the club on the snapshot date of 5th April 2023. It does not include data for Wolves Foundation as this is a separate business.

In line with our statutory requirement, we publish this data on an annual basis and are required to carry out six calculations that show the difference between the average earnings of men and women.

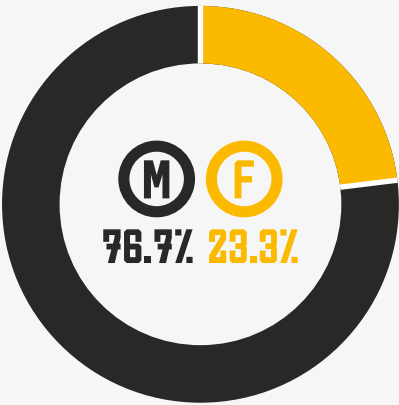
The report shows the difference between the average hourly pay and bonus pay for all men and women employed by the club, regardless of their role and seniority. This is not to be confused with 'equal pay' which is a comparison of how much an organisation pays men and women in the same or similar roles.


Our sector, Premier League football, is renowned for some of the highest sporting salaries for professional men's players and coaches in the United Kingdom, and therefore we are aware that the figures reported are distorted due to the unique environment in which we operate.

To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures – one which includes our professional men's players and coaches, and one without.

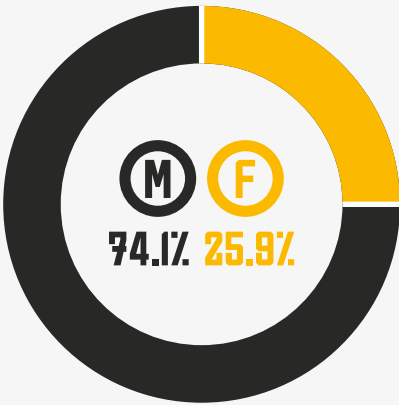



Total gender splits of **Wolves** staff



 With players and management

833 staff
639 M | 194 F



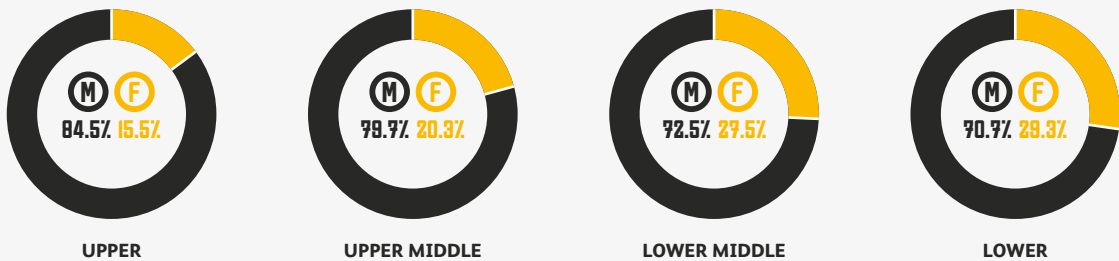
 Without players and management

750 staff
556 M | 194 F

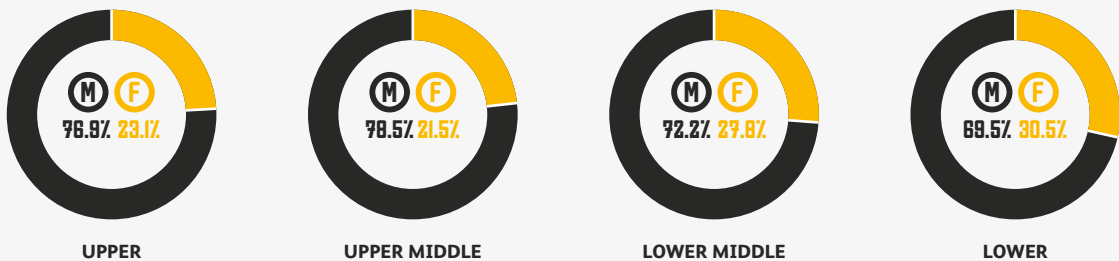


Pay quartiles of **Wolves** staff

Including players & management



Without players & management



Average pay of **Wolves** staff

Difference in average hourly and bonus pay

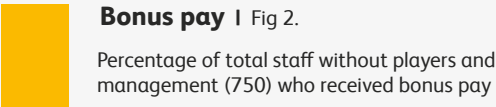
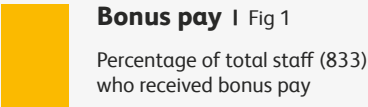
The table below sets out the difference in average hourly pay between men and women across the club, as well as other required data.

Total staff

Mean hourly pay gap	85.0%
Median hourly pay gap	19.8%
Mean bonus pay gap	99.1%
Median bonus pay gap	95.0%

Total staff without players and management

Mean hourly pay gap	12.1%
Median hourly pay gap	5.2%
Mean bonus pay gap	83.7%
Median bonus pay gap	81.3%





At Wolves, we welcome the transparency of the annual gender pay and bonus report. Since its inception in 2017, it has allowed us to track our progress over the years and help inform the actions that we take to drive long-term positive change to improve all areas of our organisation.

We are proud of our recent achievements, which have included recognition of the Intermediate Level of the Premier League Equality, Diversity and Inclusion Standard and continuing to support the Football Association's Football Leadership Diversity Code.

We continue to nurture an environment where everyone can thrive as part of our One Pack ethos and through our annual One Pack Week celebrating diversity on and off the pitch. Last year, we launched our equality, diversity and inclusion strategy 'Mission One Pack 2023 – 2026' which focusses on increasing the representation and involvement of our four strategic priorities; women and girls, access and disabilities, race, ethnicity and religion, and LGBTQIA+ inclusion.

The strategy focusses on how our organisation continues to advance its collective efforts internally and externally using the following tactics:

- Activities
- Recruitment and onboarding
- Staff and visitor experience
- Learning and development

A key part of this strategy includes collecting and analysing the diversity monitoring of our workforce in order to better understand the make-up of Wolves, and using the data and insight to identify potential areas of focus and to target our initiatives effectively so that we continue to attract and retain the broadest pipelines of talent.

Matt Wild
General Manager – Football Operations



Thank you for reading

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