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**We continue to nurture
an environment where
everyone can thrive as part of
our One Pack ethos.**

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Wolves

Gender pay and bonus reporting statistics 2025



ONE PACK

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 2024. 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.

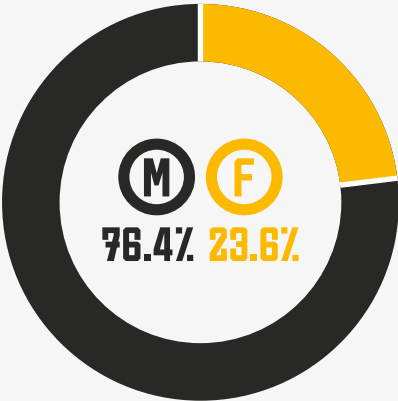
The report shows the difference between the average hourly pay and bonus pay for all men and women employed by the club, regardless of their role and seniority. This is not to be confused with 'equal pay' which is a comparison of how much an organisation pays men and women in the same or similar roles.

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.

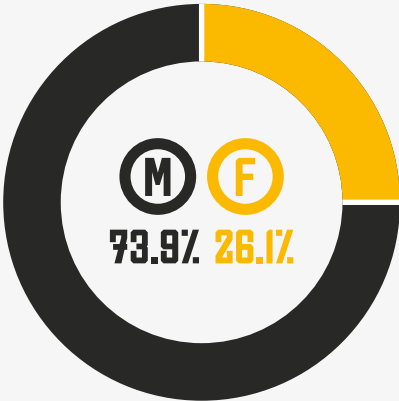
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures – one which includes our professional men's players and coaches, and one without.



Total gender splits of **Wolves** staff



With players and management
815 staff
623 M | 192 F

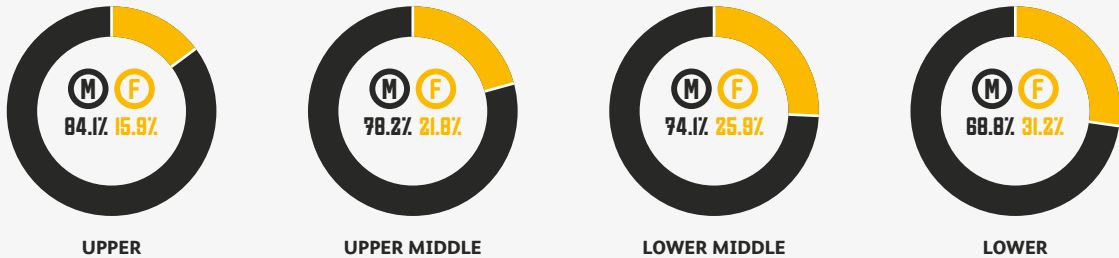


Without players and management
736 staff
544 M | 192 F

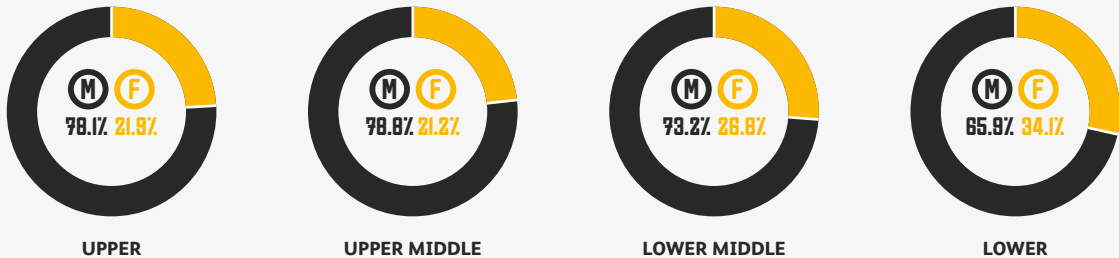


Pay quartiles of **Wolves** staff

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	80.1%
Median hourly pay gap	12.0%
Mean bonus pay gap	95.4%
Median bonus pay gap	97.6%

Total staff without players and management

Mean hourly pay gap	12.4%
Median hourly pay gap	7.1%
Mean bonus pay gap	52.1%
Median bonus pay gap	94.1%

Bonus pay | Fig 1
Percentage of total staff (833) who received bonus pay



Bonus pay | Fig 2.
Percentage of total staff without players and management (750) who received bonus pay





We are proud to report our Gender Pay Gap data in 2025, having been strong supporters of the transparency provided by annual gender pay and bonus reporting since its inception in 2017.

At Wolves, we have made good progress in recent years, including recognition of the Intermediate Level of the Premier League Equality, Diversity and Inclusion Standard, continuing support of the Football Association's Football Leadership Diversity Code, and the creation of our ED&I strategy 'Mission One Pack 2023 – 2026', which focusses on increasing representation and involvement across our four strategic priority areas – women and girls, access and disabilities, race, ethnicity and religion, and LGBTQIA+ inclusion.

We continue to nurture an environment where everyone can thrive as part of our One Pack ethos, and through our annual One Pack Week, which is a celebration of equality, diversity, inclusion and wellbeing both on and off the pitch.

We will continue to work hard to create an environment where individuals from all backgrounds have equal access to opportunities, seeking to reduce inequality and build the broadest pipeline of diverse talent across our organisation.

A handwritten signature in black ink that reads "Chris Roberts".

Chris Roberts
Human Resources Director



Thank you for reading

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