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**We continue to celebrate
equality, diversity, inclusion
and wellbeing both on and
off the pitch. ”**

Wolves

Gender pay and bonus reporting statistics 2026



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 2025. 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.

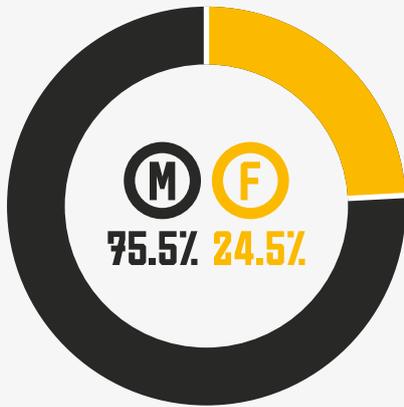
The report shows the difference between the average hourly pay and bonus pay for all men and women employed by the club, regardless of their role and seniority. This is not to be confused with 'equal pay' which is a comparison of how much an organisation pays men and women in the same or similar roles.

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.

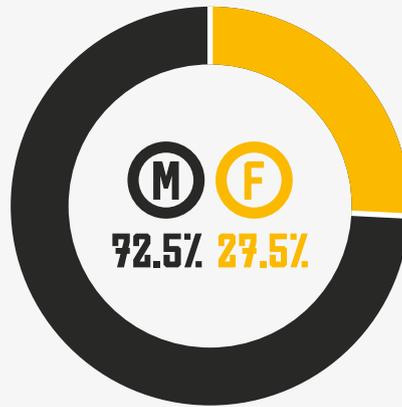
To address this imbalance and to provide figures that are more appropriately comparable to other organisations, we are publishing two sets of figures – one which includes our professional men's players and coaches, and one without.



Total gender splits of **Wolves** staff



With players and management
846 staff
639 M | 207 F

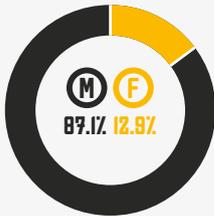


Without players and management
754 staff
547 M | 207 F

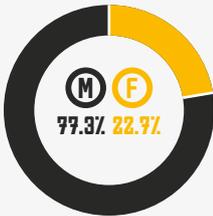


Pay quartiles of **Wolves** staff

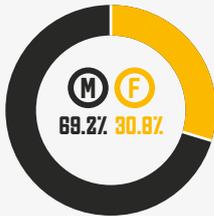
Including players & management



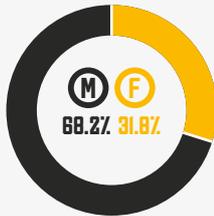
UPPER



UPPER MIDDLE

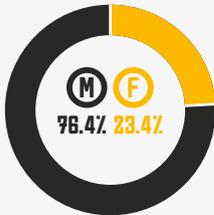


LOWER MIDDLE

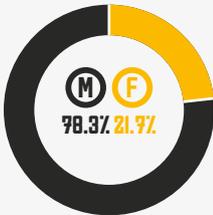


LOWER

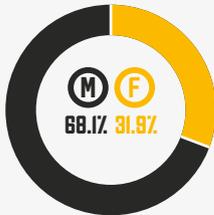
Without players & management



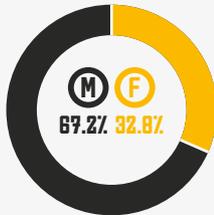
UPPER



UPPER MIDDLE



LOWER MIDDLE



LOWER



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	83.3%
Median hourly pay gap	10.0%
Mean bonus pay gap	94.7%
Median bonus pay gap	82.4%

Total staff without players and management

Mean hourly pay gap	13.6%
Median hourly pay gap	15.7%
Mean bonus pay gap	46.8%
Median bonus pay gap	22.9%

Bonus pay | Fig 1
Percentage of total staff (846) who received bonus pay



Bonus pay | Fig 2.
Percentage of total staff without players and management (754) who received bonus pay





We are proud to report our Gender Pay Gap data in 2026, having been strong supporters of the transparency provided by annual gender pay and bonus reporting since its inception in 2017.

It is vitally important that we create a culture where the best Talent can thrive and achieve their full potential, which includes creating an environment where people feel that they really belong. As part of our One Pack ethos, and through our annual One Pack Week, we continue to celebrate equality, diversity, inclusion and wellbeing both on and off the pitch.

We are pleased with the progress that we have made 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 and delivery of our ED&I strategy 'Mission One Pack 2023 – 2026', with a focus 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 now have an opportunity to refresh our ED&I strategy for the next 3-5 years, building on the great platform that has been created over the past few years. Our intention remains consistent in creating 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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