



GENDER PAY GAP

Everton Football Club is committed to creating an inclusive environment in which everyone is respected, celebrated, and empowered. We believe in our responsibility and duty to ensure everyone who engages with the organisation is treated fairly, with respect, and that the right support is given to those who need it.

Our Gender Pay Gap continues to fluctuate with changes brought by both internal and external factors.

Due to the almost unique environment in which we operate, we remain acutely aware that our gender pay gap figures will be heavily distorted. However, we take our statutory responsibility to reporting our gender pay gap extremely seriously. To address any disproportionate comparison, we have produced a secondary set of gender pay reporting figures that removes professional football staff salaries. We believe the adjusted figures offer a fairer reflection, enabling the Club to make more equal comparisons with other organisations and helping us to identify any areas of concern or imbalance*.

OUR RESULTS

Statutory Numbers

Women's hourly rate is

80%
Lower (mean)

3.7%
Lower (median)

Women's bonus pay is

97.2%
Lower (mean)

90.1%
Lower (median)

Who received bonus pay

Males receiving bonus
12.4%

Females receiving bonus
8.4%

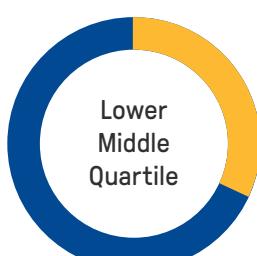
Pay Quartiles



19%
81%



28.6%
71.4%



31%
69%



25.4%
74.6%



OUR RESULTS

Adjusted Numbers (excluding all professional football players)

Women's hourly rate is

19.4%

Lower (mean)

2.2%

Lower (median)

Pay Quartiles



Women's bonus pay is

54.3%

Lower (mean)

69.2%

Lower (median)



Who received bonus pay



Males receiving bonus

2.4%

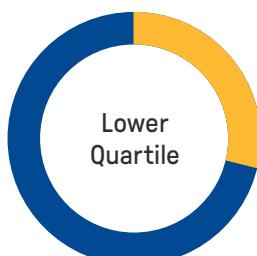


Females receiving bonus

3.8%



*Adjusted figures exclude player-related salaries and bonuses but include the management, coaching staff and other non-player high earners.



HOW WE ARE CLOSING OUR GENDER PAY GAP

Since its launch in 2018, our clearly defined strategy, All Together Now, has aligned equity and inclusion with business processes, ensuring accountability and ownership at a senior level. We launched our new strategy vision, aims and objectives and recently celebrated the campaign's fifth birthday.

As a Living Wage employer, we ensure all colleagues are paid at least the real Living Wage and engage with sub-contractors and external agencies to put in place the same guidelines for those employed as part of their contracts with us. In recognition of our commitment, we were asked to become a Principal Partner of the Living Wage Foundation.



The cost-of-living crisis continues to bring new challenges for us as an organisation and our colleagues. We took the decision to support our teams across the organisation by awarding a pay increase which was a valuable lifeline to those who needed it the most. Additionally, we work with our internal and external stakeholders to ensure our colleagues have the best support to help them make the decisions that are right for them. This includes access to workshops, seminars and practical tools on financial wellbeing, budgeting and saving money.

LEADERSHIP, GROWTH AND DEVELOPMENT

The Club continues to have a gender diverse Executive and Senior Leadership Team and, despite challenges, has made recent promotions to support these efforts. Alongside this, Everton in the Community remains under the stewardship of CEO, Sue Gregory, with a representative leadership team and Trustee board.

We remain firm in our commitment to the FA's Leadership Diversity Code, and our work through the Premier League's Equality, Diversity, and Inclusion Standard.

SUPPORTER AND COMMUNITY INITIATIVES

Supporter and community initiatives are coordinated to support Everton's ambition to achieve gender equity. The Club remains as a keen supporter of fan-led campaign #HerGameToo, whilst Everton in the Community use their first-class resources, education, and engagement programmes to inspire young women.

Celebrating women is a key priority and promoting initiatives like International Women's Day and other gender-based campaigns is cemented in our plans.

EVERTON WOMEN

Our investment in the women's game continues and we have an appointed CEO to lead the development of the team and sport and continue to break new ground. By way of example, in March 2023 and 2024, the Women's Super League Merseyside derby between Everton and Liverpool was played at the Club's main stadium, Goodison Park. Regular updates from the women's game are also provided to the Executive Leadership Team and Board of Directors. As well as a Strategic Leadership Team, Everton Women has a leadership team comprising key leaders from disciplines across the Club, including marketing, fan engagement, finance, commercial and equity and inclusion.

EQUALITY MONITORING

As part of our commitment to our All Together Now strategy, we review gender diversity as part of our annual Equality Monitoring Report.

In March 2021, we launched our first Everton Census, enabling us to better understand the make-up of the Everton Family. We use data to identify potential areas of focus, enabling us to target our initiatives effectively. This ensures a robust, data-driven approach to our work to close the gender pay gap, which is regularly monitored and evaluated.

I 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.



Colin Chong

Interim Chief Executive Officer