



GENDER PAY GAP REPORT

MARCH 2018

Executive summary

- The statutory reporting requirements require the club to report on Chelsea Football Club Limited
- The statutory data includes the Chelsea Football Club first team and coaching staff, which is exclusively male
- The mean pay gap is 83% and the median pay gap is 0%
- The mean bonus gap is 91% and the median bonus gap is 84%

Gender Pay Reporting

The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This report complies with UK Government requirements to disclose our gender pay gap, adding contextual information and our on-going initiatives to promote diversity and inclusion.

Gender Pay Reporting

- Gender pay differs from equal pay
 - Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value – it is unlawful to pay people unequally because of gender
 - Gender pay shows the differences in the mean and median pay between men and women



Gender Pay Reporting

- The regulations require employers with a headcount of 250 or more employees to comply at a snapshot date (5 April 2017). The definition of employee is found in the Equality Act 2010, and includes employees (those with a contract of employment), workers & agency workers (those with a contract to do work or provide services) and some self-employed people (where they personally perform the work)



Gender Pay Reporting

- This report covers Chelsea Football Club Limited, which has over 250 employees, including our first team players. Due to the composition of our businesses, some functions are excluded, for example, Chelsea Ladies. The Chelsea Foundation is also reported as a separate entity. To provide greater transparency in the spirit of the reporting we have also provided the data without these male players and coaching staff



Our current reporting position including our first team players & coaching staff

PROPORTION BY GENDER IN EACH PAY QUARTILE BAND

QUARTILE BAND	MALE	FEMALE
Upper	89%	11%
Upper Middle	78%	22%
Lower Middle	88%	12%
Lower	80%	20%

MEAN PAY GAP

83%

MEDIAN PAY GAP

0%

MEAN BONUS GAP

91%

MEDIAN BONUS GAP

84%

PROPORTION BEING PAID A BONUS



Our current reporting position excluding our first team players & coaching staff

PROPORTION BY GENDER IN EACH PAY QUARTILE BAND

QUARTILE BAND	MALE	FEMALE
Upper	83%	17%
Upper Middle	76%	24%
Lower Middle	88%	12%
Lower	82%	18%

MEAN PAY GAP

6%

MEDIAN PAY GAP

-8%

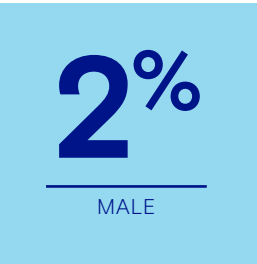
MEAN BONUS GAP

33%

MEDIAN BONUS GAP

31%

PROPORTION BEING PAID A BONUS



Our plans for change

- Having established the new People Plan across Chelsea Football Club we are reviewing and refreshing our policies and procedures
- Development continues in respect of our gender pay indicators using ACAS (Advisory, Conciliation and Arbitration Service) recommendations and CIPD (Chartered Institute of Personnel and Development) guidance to bring positive action and change
- Further improvement of our suite of training programmes to ensure we are reflecting our aims to promote fairness, transparency and consistency in areas such as talent development and management, attraction and recruitment, and reward and recognition



Our plans for change

- Attracting talent is a key focus for the club and we will ensure we are not only considering the balance of our gender mix but also diversity and inclusion
- Enhancing our reporting mechanism to make certain the club is provided with more comprehensive key metric data including gender, diversity and pay

This statement is approved by:



Guy Laurence
CEO



Sara Matthews
Chief HR Officer

