

## Wigan Football Company Limited Gender Pay Report

### Introduction

Wigan Football Company Limited (DW Stadium) operates the DW Stadium. The DW Stadium is a sports stadium in Wigan and is used by Wigan Athletic Football Club and Wigan Warriors Rugby League Club.

Wigan Football Company Limited is committed to promoting equality and diversity across its workforce and practices. We welcome the opportunity to publish the information required under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 that show gender pay gap levels within the company.

All statistics were compiled using the standard methodologies set out in the Regulations based on a snapshot date of 5<sup>th</sup> April 2018 with reference to the ACAS guidelines where appropriate.

Wigan Football Company Limited employs over 250 employees and has published the results of the Gender Pay Gap report on the Gov.uk website in accordance with the statutory reporting requirements.

### Data for Wigan Football Company Limited

#### 1. Gender Pay Gap

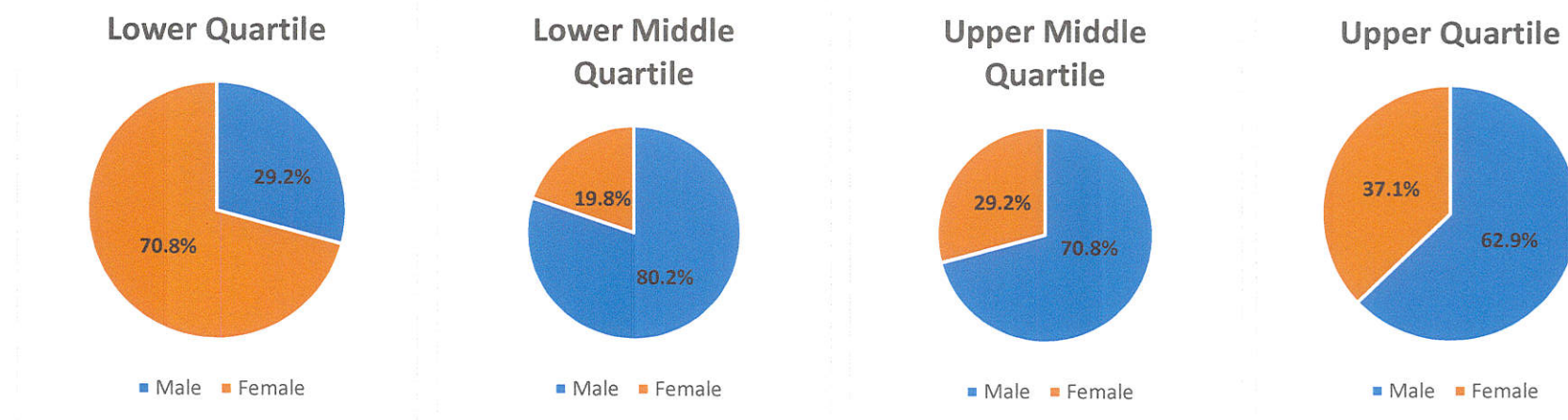
Mean Gender Pay Gap	13.7%
Median Gender Pay Gap	2.9%

Across the UK the average hourly earnings are 17.9% lower for women than men. We are encouraged that our gap is less than this and believe that our commitment to equality and diversity and the practices we have put in place and continue to develop and implement will help us to reduce the gap in the future. We do however see it as our responsibility to understand and address the reasons behind the gender pay gap at the company.

There was no median gender pay gap in 2017. The median gender pay gap has moved to 2.9% at the snapshot date in 2018. This is due to the application of minimum wage increases which have disproportionately affected the male median figure. The male population is predominately stewarding staff who are entitled to the maximum minimum wage rate.

60.8% of the workforce are male and 39.2% are female. The pay quartile analysis below indicates that the lower quartile, lower middle quartile and upper middle quartile differ from the percentage of males and females across the whole company.

## 2. Pay Quartiles by Gender



This data shows the male to female split of our workforce in each pay quartile. It was established by ranking the whole workforce in order of hourly pay rates from lowest to highest and then dividing them into four equally sized pay quartile groups, following which the proportions of men and women in each of the quartiles were calculated.

The roles in the lower quartile are predominantly operational and entry level positions. These roles are advertised open to all and attract a higher proportion of female applicants.

The roles in the lower middle and upper middle quartile are predominantly stewarding and catering roles. The majority of occupants of these roles are male however in the upper middle quartile there are some sales and customer service roles which are occupied by females.

The upper quartile is reflective of the profile of our staff across the whole organisation.

We have already taken significant steps to improve our recruitment processes ensuring that unconscious bias is minimised. This process applies to all external and internal recruitment campaigns. Given the low turnover and organisational structure within the company progress towards achieving a better gender pay balance in the lower and lower middle quartiles will take time.

Richard Bramwell  
Director, Wigan Football Company Limited