



LEICESTER CITY FOOTBALL CLUB

**GENDER PAY
REPORT 2017**

INTRO

Leicester City's 2017 Gender Pay Report outlines the difference in average hourly pay of men and women throughout the Football Club – its Gender Pay Gap – along with some of the factors that contribute to it and the Club's long-term commitment to promoting pay equality throughout its operation.

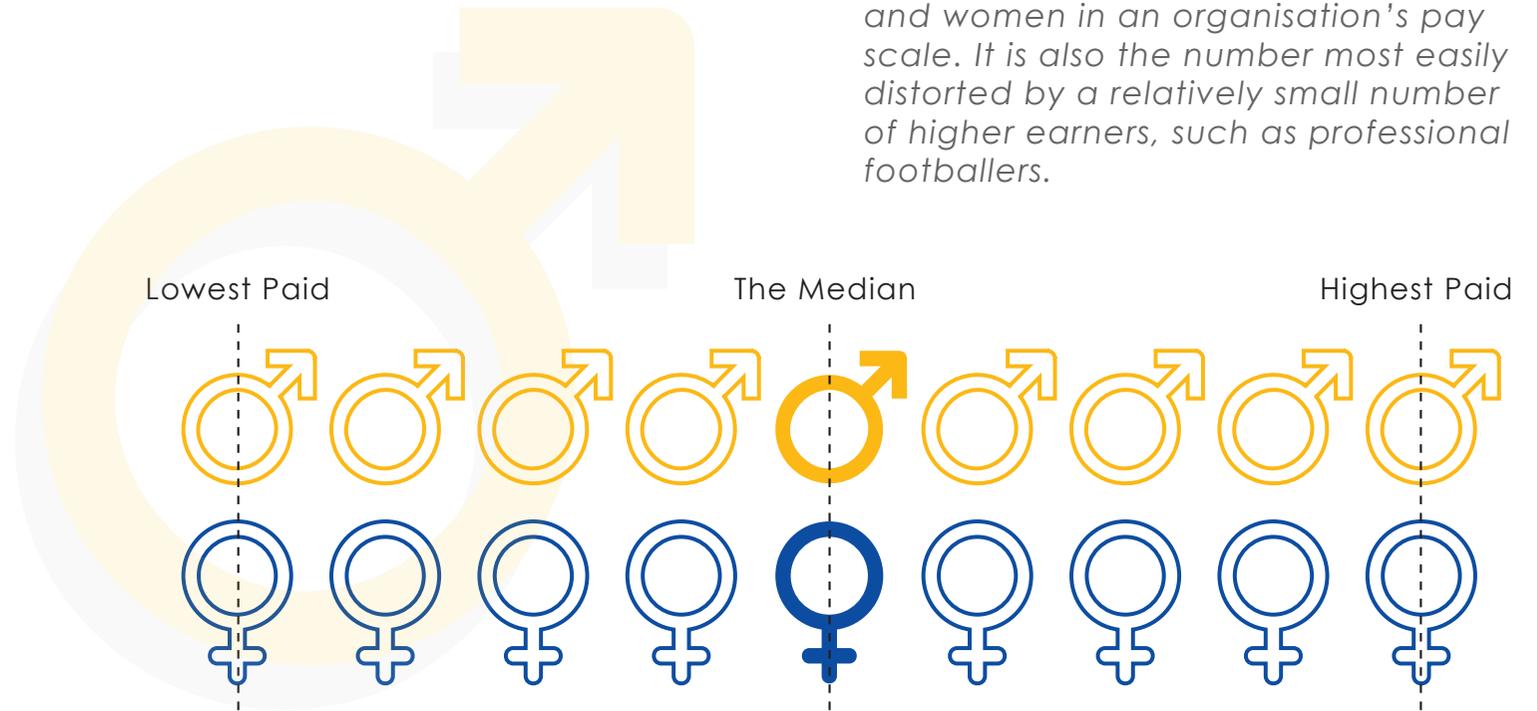
THE DATA EXPLAINED

In order to place its Gender Pay Report into accurate context, the Club has prepared two sets of data to clarify the potentially distorting effect of players' salaries on the overall figures. The report contains median and mean figures including players' salaries, plus median and mean figures without the players' salaries. The same process has been applied to calculations of both bonus pay and pay quartiles.

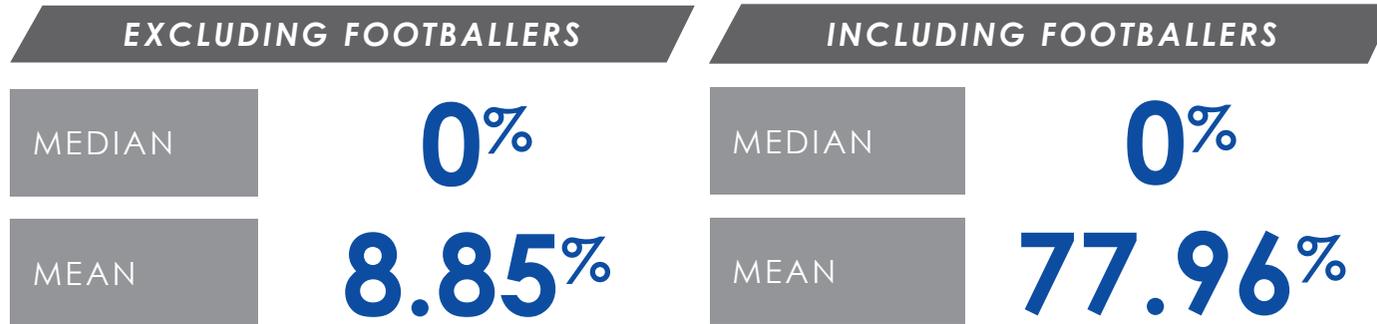
MEDIAN AND MEAN FIGURES

The median figure is reached through calculating the percentage difference between the halfway point in the men's pay scale and the halfway point in the women's pay scale – providing a figure closest to what the majority of the Club's employees earn.

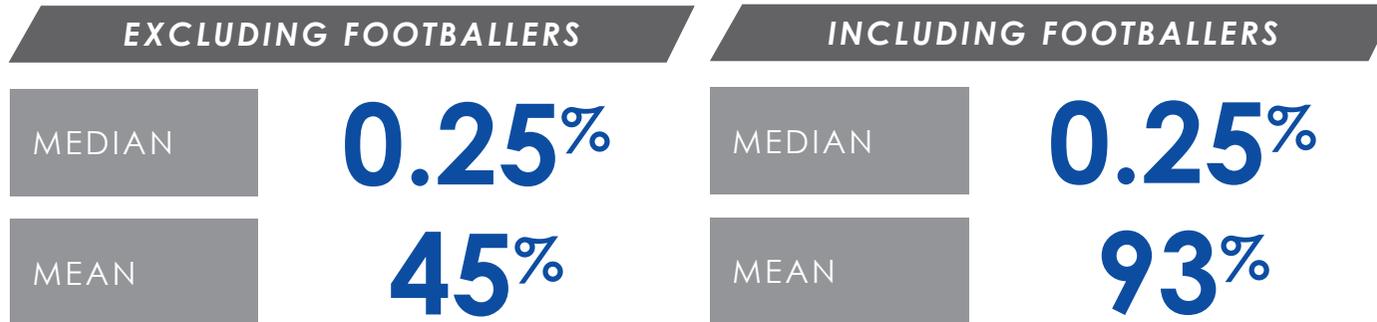
The mean figure is the percentage difference in average hourly rates between men and women and is impacted by the distribution of men and women in an organisation's pay scale. It is also the number most easily distorted by a relatively small number of higher earners, such as professional footballers.



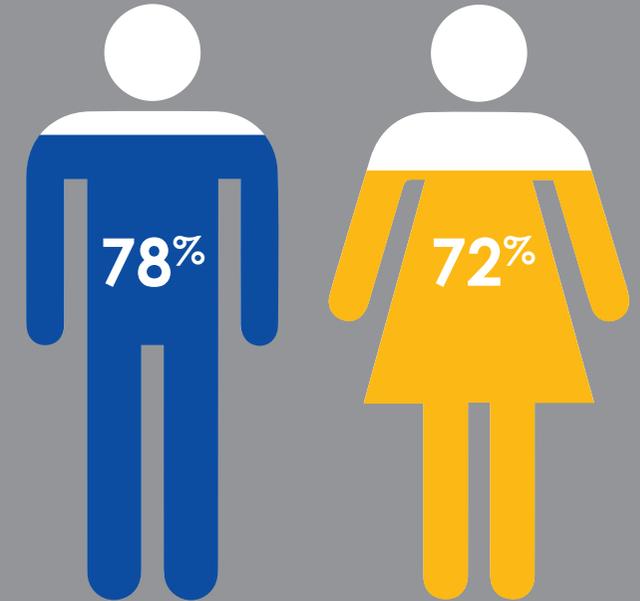
GENDER PAY GAP
(HOURLY RATES)



GENDER PAY GAP
(BONUSES)



ELIGIBILITY FOR BONUS PAY
(WITHIN THE REPORTING PERIOD)



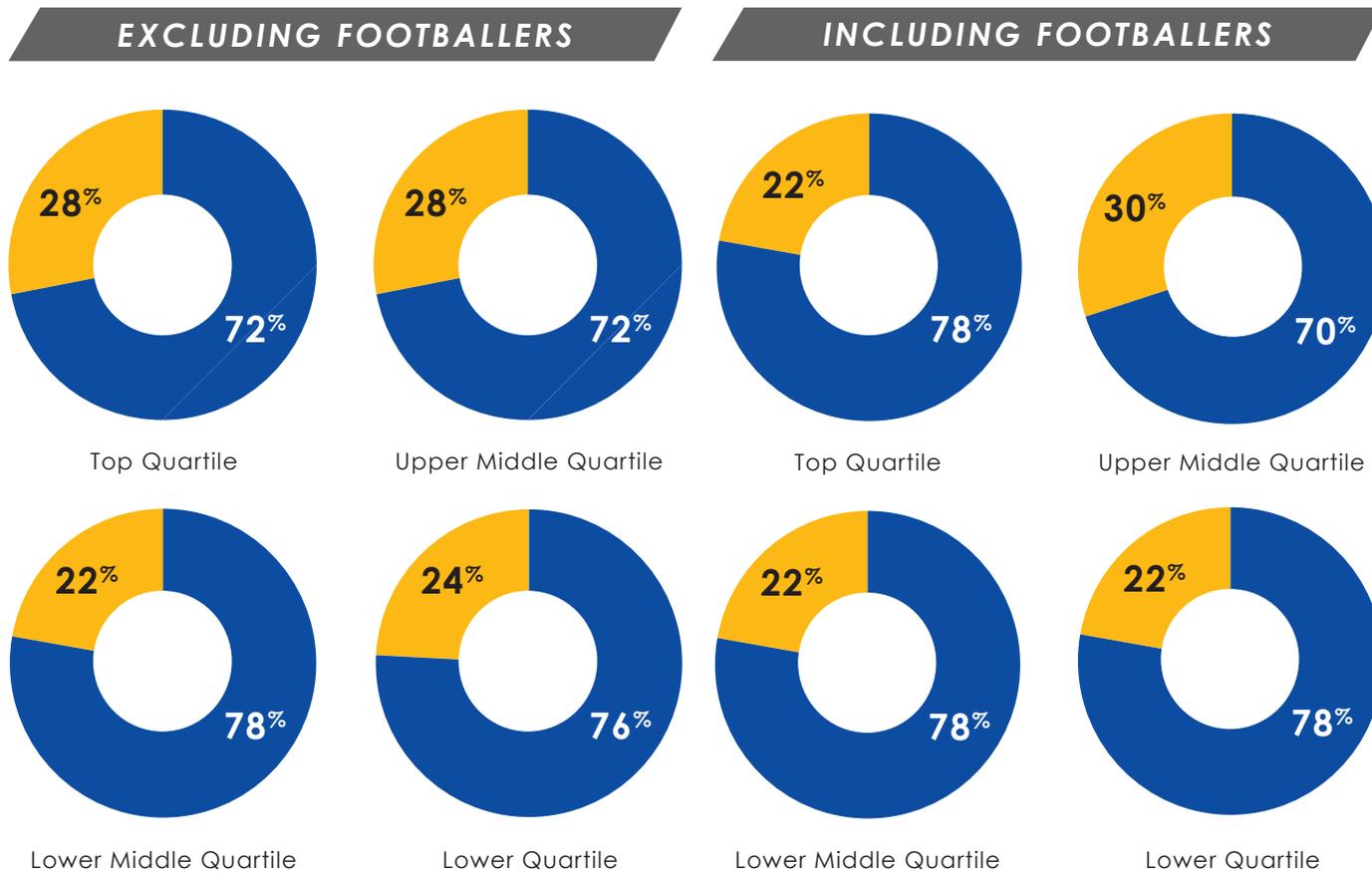
All members of LCFC staff (100%) are eligible for bonuses, irrespective of gender, after completing a qualification period. If all bonus qualification periods and the GPG reporting period were synchronised, both numbers above would be 100%.

Bonus structures allocated to First Team players, manager, management and support staff – roles historically filled by men – are designed to incentivise on-pitch success and are larger than the standard bonuses paid to all staff, leading to a differential in mean bonuses paid.

PAY QUANTILES

The following figures show the percentage of men and women in each of the Club's pay quartiles. These are calculated by dividing our combined pay scale into four equal-sized groups and determining the percentage of men and women in each.

● Men ● Women



Susan Whelan
Leicester City Chief Executive

"The Club has made significant progress in the employment of women in recent years and remains committed to increasing both opportunities for, and the representation of, women at all levels of the business in the future."

"The Club is committed to equality, fair treatment and fair pay for all its employees and the development of an organisation that appropriately represents the diversity of our community."

"I confirm the data contained in this report is accurate."