

BARNSLEY FOOTBALL CLUB GENDER PAY GAP 2022



Barnsley Football Club Limited (BFC) is a member of the English Football League and currently competing in EFL League One.

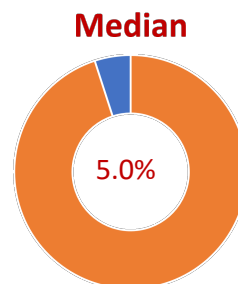
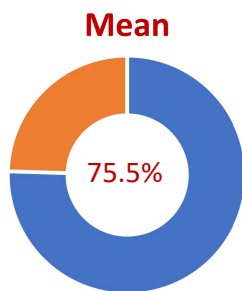
With over 250 staff, BFC takes great pride in being an exciting and equitable place to work.

At BFC, everyone is paid for the role in the team and for their performance in that role. No other factors affect an employee's remuneration. BFC is an Equal Pay employer - men and women performing equal work receive equal pay.

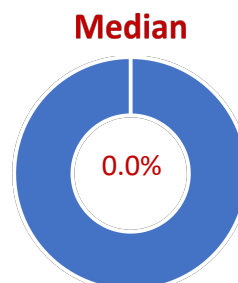
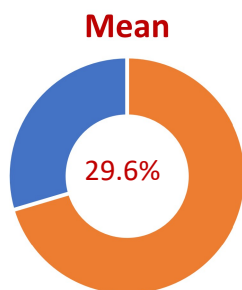
The Mean Pay Gap is 75.5% whilst the Median Pay Gap is 5.0%. These figures reflect that higher salaries and bonuses are earned by the all male professional football playing staff.

Excluding male professional football staff the Mean Pay Gap is 29.6% whilst the Median Pay Gap is 0.0%.

The figures in the report are based on the snapshot date of 5th April 2022.

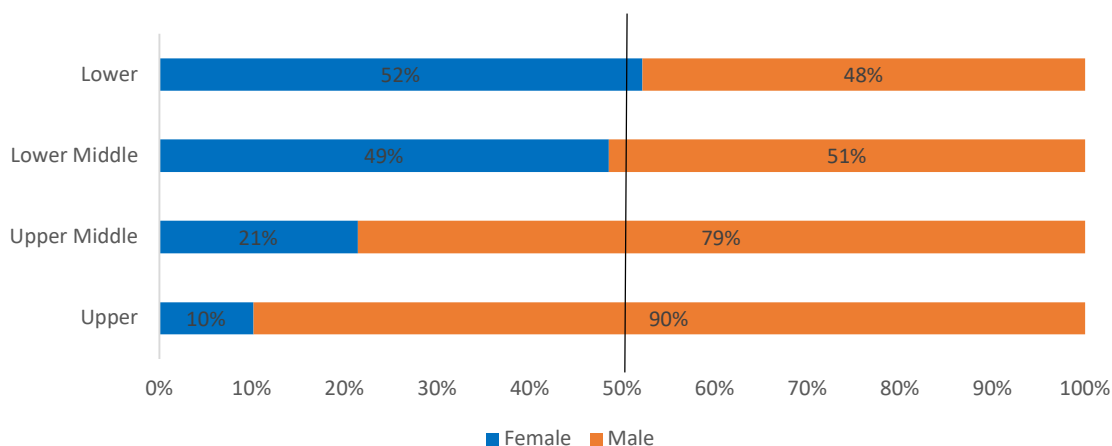


Including Professional Football Playing Staff



Without Professional Football Playing Staff

Hourly Pay Quartiles



The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrated that there is a significant gender pay gap in the upper quartile, a result of male professional football staff being paid significantly more than staff in all other roles.

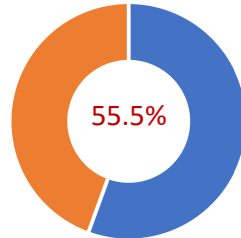
Bonus Payments

The proportion of men and women receiving payments are dominated by male professional football playing staff.

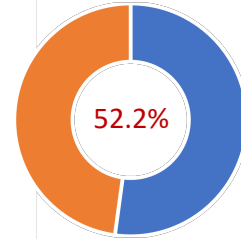
The Mean Bonus Pay Gap is 55.5% whilst the Median Bonus Pay Gap is 52.2%.

Excluding male professional football staff the Mean Bonus Pay Gap is 3.3% whilst the Median Bonus Pay Gap is minus 250.0%.

Mean

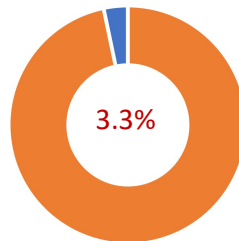


Median

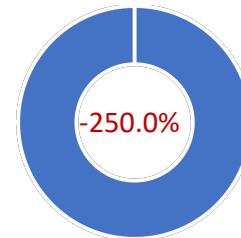


Including Professional Football Playing Staff

Mean

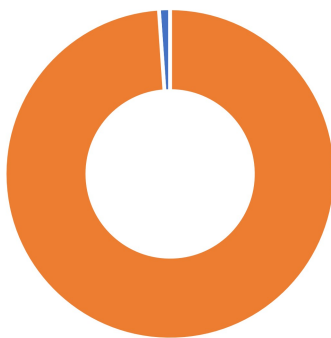


Median

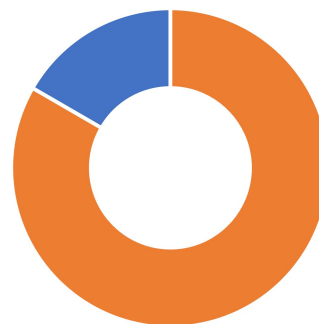


Without Professional Football Playing Staff

Percentage of Females who received a bonus: 1.1%



Percentage of Males who received a bonus 16.7%



I confirm that the data published in this report is accurate. Robert Zuk, Finance & Operations Director.