

# THE FOOTBALL ASSOCIATION GENDER AND ETHNICITY PAY REPORT 2020



In 2018 we launched our three-year Equality, Diversity and Inclusion plan 'In Pursuit of Progress' which included challenging targets around gender and ethnic diversity. We are pleased with the ground we continue to gain in the gender balance of our workforce which is reflected in a further reduction in our median gender pay gap. We have more women at the most senior level of our business and more women coaching our national women's teams.

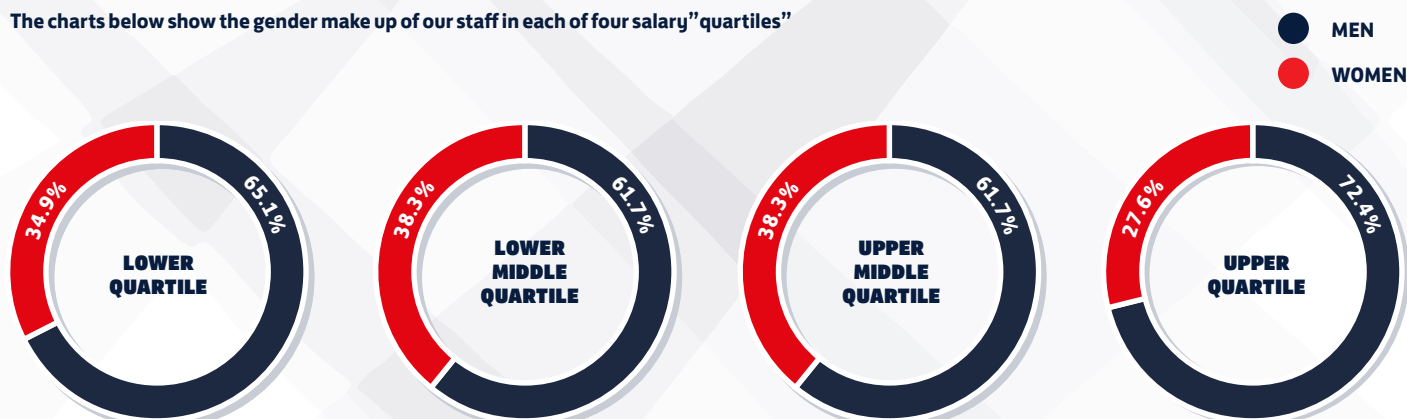
We are voluntarily publishing our full ethnicity pay gap for the first time, and whilst we are pleased to see that the pay gap is near negligible we are also aware that we need to make more progress with overall representation and have set ourselves even more stretching targets in our new Equality, Diversity and Inclusion plan, 'A Game for All'.

## GENDER REPRESENTATION AT THE FA

We are committed to continuing to grow female representation at all levels of the organisation. The charts below show the distribution of males and females across the quartiles in 2020. These four salary quartiles have been calculated by dividing our workforce into four equal parts. This is broadly similar to the position in 2019 but we are pleased to say that female representation in our more highly paid positions – particularly in our director population, has increased by 4.7%.

Despite this movement, the main cause of our overall pay gaps in favour of men (shown below) continues to be the demographic profile of our workforce as overall we have fewer female employees in the most senior roles in both football and organisation leadership roles. Our aim of achieving a more balanced workforce remains and, in a further step towards this, we launched The FA's Football Leadership Diversity Code in October 2020 to drive diversity and inclusion across English football.

The charts below show the gender make up of our staff in each of four salary "quartiles"



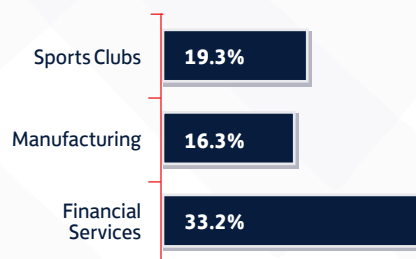
**MEAN**  
Hourly pay gap



**MEDIAN**  
Hourly pay gap

## HOURLY GENDER PAY GAPS

We have seen a marginal increase of 0.7% in our mean (average) hourly pay gap since 2019 to 17.5% in favour of male employees. Our median hourly pay gap, which measures the difference in pay between our mid-level male and female employees has decreased since 2019 to 4.7% in favour of male employees and continues to be significantly lower than the national average of 15.5% and also lower than the average pay gaps in other industries, as shown above right. We acknowledge that we still have a gender pay gap and will continue to take steps to close this gap.



## KEY DISTINCTIONS – GENDER PAY VERSUS EQUAL PAY

A gender pay gap is often confused with the issue of equal pay, but the two are fundamentally different. Equal pay is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010. Gender pay gap refers to the difference between men's and women's average earnings across the organisation, expressed as a percentage of men's earnings.

*Median pay gap by industry – Office for National Statistics UK Gender Pay Gap: 2020 provisional figures*

# CAUSES OF THE MEAN HOURLY PAY GAP

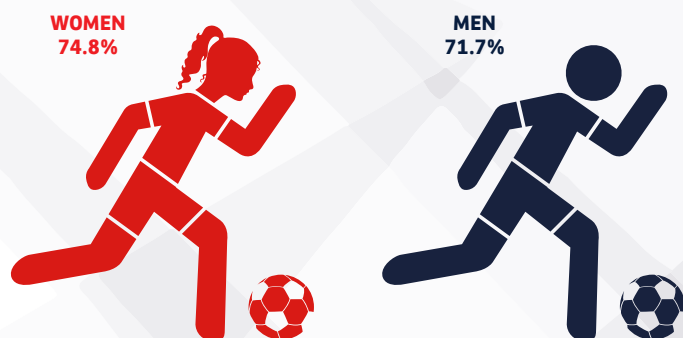
Each year we carry out additional investigations to ensure that we pay our people fairly, irrespective of gender or other protected characteristics. Our gender pay gaps do not mean that the FA pays men and women differently for performing similar roles but are instead heavily influenced by the fact that we have more men in the most senior roles.

● DEMOGRAPHIC FACTORS ● NON-DEMOGRAPHIC FACTORS



## GENDER BONUS GAP

The mean and median bonus pay gaps have changed significantly since 2019. Across The FA, the mean bonus payment received by women in 2020 was 2.4% higher than that received by men, whilst the median gap was 4.2% in favour of men. The significant difference in our bonus gaps between this year and last year is reflective of the success of our Senior Women's Squad in the 2019 FIFA World Cup. More broadly we are confident that both the bonus eligibility criteria and the basis on which they are awarded remain fair and non-discriminatory.



MEAN Bonus Gap



MEDIAN Bonus Gap

## PROPORTION OF EMPLOYEES RECEIVING A BONUS

This year a larger proportion of women received bonuses than men across all FA employees, with 71.7% of men and 74.8% of women being awarded bonus pay. This analysis includes all of our casual workers, who are predominantly male and are not eligible for our bonus scheme, as well as our permanent employees who are eligible.

## STATUTORY REQUIREMENTS

The following information shows The FA's gender pay position across the wider organisation, including employees of both Football Association Limited (FAL) and Wembley National Stadium Limited (WNSL). By law we are required to disclose the key figures for each employing entity with over 250 employees separately. The calculations for FAL and WNSL, our entities which meet this threshold, are set out below:

GAP	FAL	WNSL
MEAN HOURLY PAY GAP	19.6%	6.5%
MEDIAN HOURLY PAY GAP	6.3%	-46.7%
MEAN HOURLY BONUS GAP	-7.7%	54.9%
MEDIAN HOURLY BONUS GAP	-0.7%	22.8%

ENTITY	GENDER	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
FAL	MEN	58.3%	67.0%	63.7%	69.4%
	WOMEN	41.7%	33.0%	36.3%	30.6%
WNSL	MEN	80.3%	72.9%	53.2%	67.3%
	WOMEN	19.7%	27.1%	46.8%	32.7%

ENTITY	PROPORTION OF MEN AND WOMEN RECEIVING A BONUS	
FAL	MEN	78.6%
	WOMEN	79.4%
WNSL	MEN	38.5%
	WOMEN	49.1%

Note: A positive pay gap shown in the table denotes a pay gap in favour of our male employees, whilst a negative gap denotes a pay gap in favour of our female employees.

For clarity, our senior female players are on central contracts and are employees of Football Association Limited. Our senior male players are managed through a commercial arrangement and are not employees of The FA and are therefore not included in this analysis.

## NATIONAL FOOTBALL CENTRE LIMITED

Although not legally required, we also carried out voluntary analysis for National Football Centre Limited (a subsidiary of The FA with less than 250 employees), which showed a mean hourly pay gap of 3.8% in favour of female employees and a median hourly pay gap of 0.9% in favour of male employees.



MEAN Hourly pay gap



MEDIAN Hourly pay gap

# ETHNICITY PAY REPORTING



The following information shows our ethnicity pay position across the wider organisation, including both FAL and WNSL.

The ethnicity pay gap (as calculated by the FA) is a measure of the percentage difference in the average hourly and bonus pay of our Black, Asian, Mixed or other ethnic background and non-Black, Asian, Mixed or Other ethnic backgrounds employee populations.

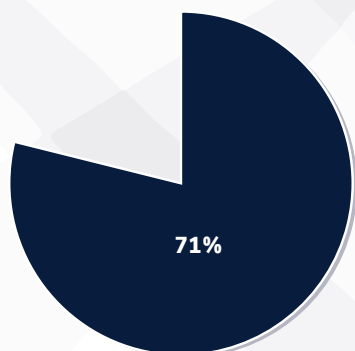
We are absolutely aware that an individual's identification with ethnicity is a deeply sensitive and complex personal issue and that our employees will not always identify or associate themselves with one particular ethnicity or a broad category of ethnicity. We understand that carrying out analysis by reference to our Black, Asian, Mixed or Other ethnic background populations may not highlight the differences faced by specific ethnic minorities we intend to carry out more advanced analysis in future years to ensure that we identify and address any pay gaps which may exist amongst all ethnicities represented across our workforce.

There is currently no legal obligation to publish any ethnicity pay data. However, we have chosen to voluntarily report our ethnicity figures this year in a commitment to transparent reporting, going beyond regulatory requirements. Key ethnicity pay gap calculations for FAL and WNSL are set out below, together with the combined pay gaps across both FAL and WNSL:

GAP	THE FAC	FAL	WNSL
MEAN HOURLY PAY GAP	0.8%	0.9%	4.3%
MEDIAN HOURLY PAY GAP	0.0%	2.6%	-42.4%
MEAN HOURLY BONUS GAP	24.7%	23.3%	38.8%
MEDIAN HOURLY BONUS GAP	8.4%	9.1%	-4.9%

*Note: A positive pay gap shown in the table denotes a pay gap in favour of our non-Black, Asian, Mixed or Other ethnic backgrounds employees, whilst a negative gap denotes a pay gap in favour of Black, Asian, Mixed or Other ethnic backgrounds employees.*

Our ethnicity disclosure rate is 71% and this means that those individuals who have not disclosed their ethnicity data are not included in our calculations. We are continuing to focus on increasing our disclosure rates to ensure the most meaningful analysis possible. The ONS published voluntary ethnicity figures for the year 2019 which indicate a national average median ethnicity gap of 2.3% in favour of non-Black, Asian, Mixed or Other ethnic Background employees. Whilst it is positive to see that our median hourly pay gap is zero, we are mindful of the bonus gaps in favour of non-Black, Asian, Mixed or Other ethnic Background employees. Our bonus gap is largely driven by demographic factors, which means it reflects a disproportionate representation of Black, Asian, Mixed or Other ethnic Background employees at different levels of our business. This is something we are striving to change and we continue to implement initiatives designed to address this imbalance.



ETHNICITY DISCLOSURE RATE



MEAN  
Ethnicity pay gap



MEDIAN  
Hourly pay gap

## OUR COMMITMENT

As we come to the end of our three-year equality, diversity and inclusion (EDI) plan there are successes to celebrate, but much still left to do to tackle inequality and improve workplace diversity.

Our new three-year EDI plan to take us to 2024 will include new initiatives, more stretching workforce representation targets and reinforce our commitment to using our influence to create a game free from discrimination.

I confirm that the information contained in this report is accurate and is in line with the statutory requirements.

**MARK BULLINGHAM**

CEO