

Gender Pay Gap

Overview

WRFC Trading Ltd, trading as Worcester Warriors and Sixways Stadium, is a professional male rugby union team and events venue.

Data

The information presented relates to staff employed by WRFC Trading Ltd in the year to 5 April 2017 as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

There were 419 people that met the definition of being a full-pay relevant employee for reporting purposes; of these 151 were female and 268 were male.

Results

Pay and Bonus gap Difference between male and female employees

	Mean	Median
Hourly pay	55.0%	16.7%
Bonus	92.0%	76.5%

Proportion of employees receiving a bonus

Female	Male
1.9%	17.5%

Pay quartiles

	Female	Male
Upper Quartile	13.5%	86.5%
Upper Middle Quartile	39.0%	61.0%
Lower Middle Quartile	53.3%	46.7%
Lower Quartile	38.1%	61.9%
OVERALL	36.0%	64.0%



Sixways Stadium

Notes


The majority of staff employed by WRFC Trading Ltd are casual employees that perform bar, kitchen and front of house roles for match days and events. Of the 247 people employed in this capacity the split between male and female is fairly even, which is in contrast to the overall make-up of the company with only 36% female.

The female/male split in the lower and upper middle quartiles are reflective of the company split, whereas the lower middle quartile highlights the effect of the more even gender representation at casual staff level. The upper quartile results are as expected of a professional male sports team with a 86.5% male bias.

We are confident that the pay gaps are not an equal pay issue – men and women are paid equally for equivalent roles. Our pay gaps are due to the high earnings of our professional sportsmen and a high concentration of men in senior coaching and management roles.

We operate an equal opportunities recruitment policy and appointed our first female Finance Director in December 2016, one of only two in Premiership Rugby. We continue to monitor our gender pay gap and consider how we can offer incentive schemes to our wider staff as the business celebrates success in the future.

I confirm that gender pay report published by WRFC Trading Ltd is accurate and has been calculated in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gus Mackay
Managing Director

SIXWAYS STADIUM WARRIORS WAY WORCESTER WR3 8ZE
TELEPHONE 01905 454183 FACSIMILE 01905 459333 WWW.WARRIORS.CO.UK

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