



Gender Pay Gap Report (Snapshot date 5th April 2020)

Overview

WRFC Trading LTD, trading as Worcester Warriors and Sixways Stadium, is an elite professional male rugby union team and events venue.

With 411 staff including casual workers, of these 183 female and 228 male, Worcester Warriors has a preeminent position in Worcester and takes great pride in being an exciting and equitable place to work.

At Worcester Warriors everyone is paid for the role they have in the team and their performance in that role. No other factors affect employee remuneration.

As an employer we practice equal opportunities in the roles that are none professional player specific. In alignment with our equal opportunities policy and recruitment policy we strongly believe in appointing the best candidate into a role regardless of their gender or any other factors covered by the equality act.

Data

The information presented relates to staff employed by WRFC Trading Ltd in the year to 5th April 2021. There were 30 people that met the definition of being a relevant employee for hourly pay reporting purposes; of these 17 were female and 13 were male. Due to the use of the Coronavirus Job Retention Scheme (furlough) we are unable to provide data pertaining to all employees as furloughed employees that received less than full pay do not count as full-pay relevant employees and therefore must be excluded from the gender pay gap calculation.

Results

Pay and Bonus Gap - Difference between female and male employees

	Mean	Median
Hourly Pay	3.4%	0%
Bonus	92.9%	0%

Proportion of employees receiving a bonus

Female	23.0%
Male	33.3%

There were 118 people in receipt of a bonus, of these 42 were female and 76 were male.

Pay Quartiles

	Female	Male
Upper Quartile	57%	43%
Upper Middle Quartile	43%	57%
Lower Middle Quartile	50%	50%
Lower Quartile	75%	25%
Overall	56.67%	43.33%



**Sixways
Stadium**

Supporting Statement

Due to the worldwide pandemic that is COVID-19, we as a business have faced many challenges. Our biggest challenge has been the inability to accept clients, customers and our fans into our stadium which has meant a substantial loss of revenue during this time. This has resulted in WRFC Trading LTD utilising the Coronavirus Job Retention Support scheme offered by the government to help us support our staff through this unprecedented period. It is because of this, that we are unable to provide all employee data on pay gaps and pay quartiles.

We are confident that the pay and bonus gaps that we have are not an equal pay issue as men and women are paid equally for equivalent roles.

We operate an equal opportunities recruitment process and continue to monitor the gender pay gap in our reports.

I confirm that the gender pay gap 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.

A handwritten signature in black ink, appearing to read "Peter Kelly", with a long horizontal line underneath.

Peter Kelly
Managing Director