



## Gender Pay Gap Report (Snapshot date 5<sup>th</sup> April 2021)

### Overview

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

With 470 staff including casual workers, of these 197 female and 273 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 5<sup>th</sup> April 2022. There were 61 people that met the definition of being a relevant employee for hourly pay reporting purposes; of these 18 were female and 43 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	67.94%	13.42%
Bonus	93.0%	0%

#### Proportion of employees receiving a bonus

Female	21.3%
Male	27.8%

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

#### Pay Quartiles

	Female	Male
Upper Quartile	0%	100%
Upper Middle Quartile	20%	80%
Lower Middle Quartile	60%	40%
Lower Quartile	40%	60%
<b>Overall</b>	<b>29.51%</b>	<b>70.49%</b>



## Supporting Statement

Due to the worldwide pandemic that is COVID-19, we as a business have faced many challenges over the last 2 years. 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 for the second year running.

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 it.

Peter Kelly  
Managing Director