



WATFORD FOOTBALL CLUB

Gender Pay Gap - March 2018 Analysis

1	Mean Gender Pay Gap	87.0%	
2	Median Gender Pay Gap	3.0%	
3	Mean Bonus Gender Pay Gap	93.4%	
4	Median Bonus Gender Pay Gap	47.0%	
5	% of males receiving bonus	22.3%	
6	% of females receiving bonus	18.0%	
7	% of males & females in each quartile pay band		
	lower quartile	M 71.4%	Lower
	lower quartile	F 28.6%	
	lower middle quartile	M 73.2%	Lower Middle
	lower middle quartile	F 26.8%	
	upper middle quartile	M 77.6%	Upper Middle
	upper middle quartile	F 22.4%	
	upper quartile	M 88.7%	
	upper quartile	F 11.3%	Upper

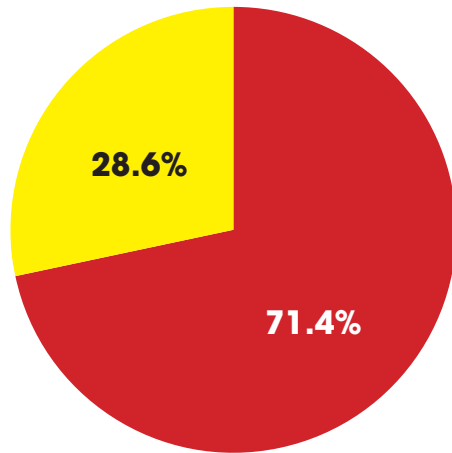


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Pay quartiles - shows gender distribution
in four equally sized quartiles

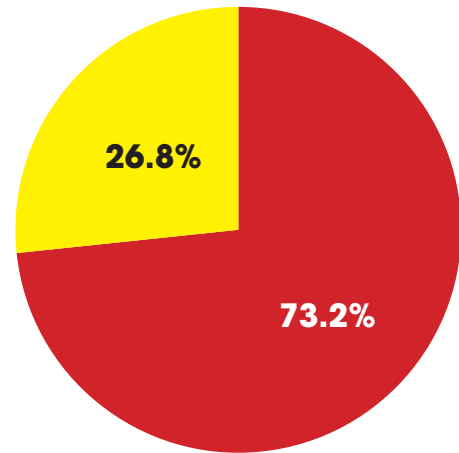
% MEN
% WOMEN

Q1



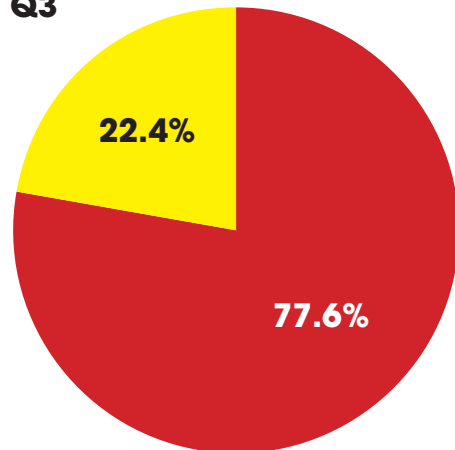
LOWER

Q2



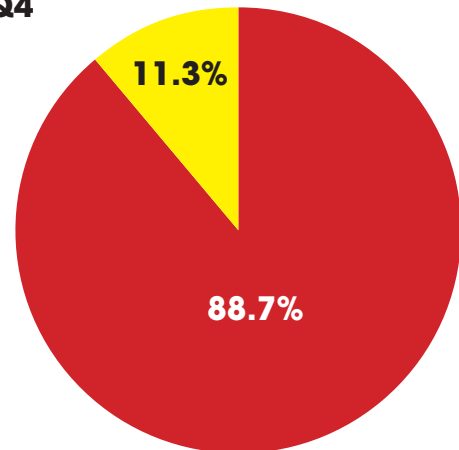
LOWER MIDDLE

Q3



UPPER MIDDLE

Q4



UPPER