



WATFORD FOOTBALL CLUB

Gender Pay Gap - 2019 Analysis

1	Mean Gender Pay Gap	87.5%
2	Median Gender Pay Gap	18.0%
3	Mean Bonus Gender Pay Gap	95.0%
4	Median Bonus Gender Pay Gap	39.1%
5	% of males receiving bonus	23.5%
6	% of females receiving bonus	20.6%
7	% of males & females in each quartile pay band	

lower quartile	M	67.6%	Lower
lower quartile	F	32.4%	
lower middle quartile	M	74.1%	Lower Middle
lower middle quartile	F	25.9%	
upper middle quartile	M	87.2%	Upper Middle
upper middle quartile	F	12.8%	
upper quartile	M	90.6%	Upper
upper quartile	F	9.4%	

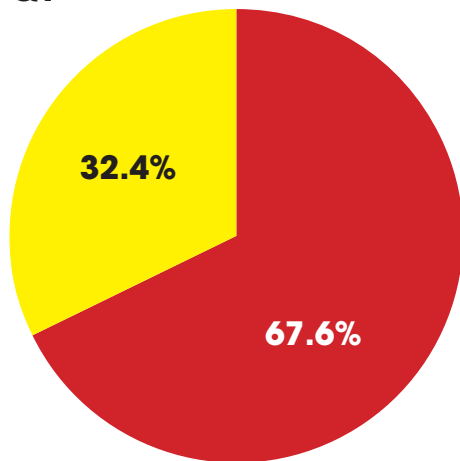


WATFORD FOOTBALL CLUB

Pay quartiles - shows gender distribution
in four equally sized quartiles

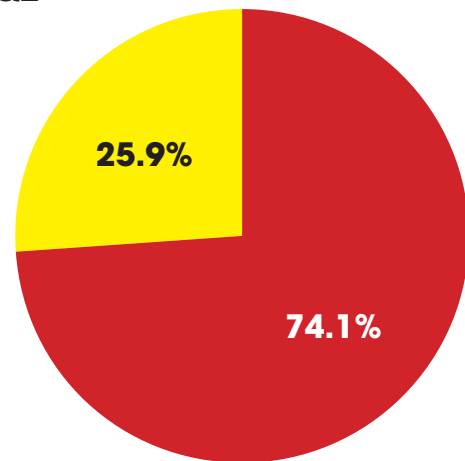
% MEN
% WOMEN

Q1



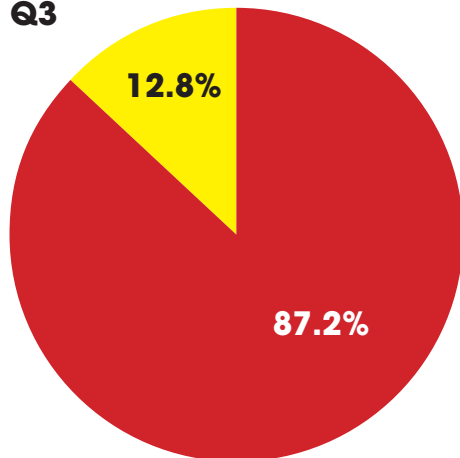
LOWER

Q2



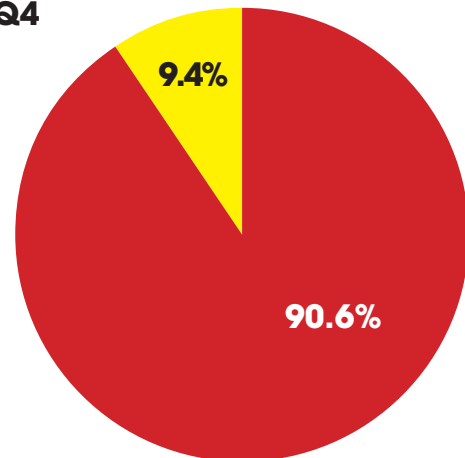
LOWER MIDDLE

Q3



UPPER MIDDLE

Q4



UPPER