



WATFORD FOOTBALL CLUB

Gender Pay Gap - March 2019 Analysis

1	Mean Gender Pay Gap	86.8%
2	Median Gender Pay Gap	8.7%
3	Mean Bonus Gender Pay Gap	94.2%
4	Median Bonus Gender Pay Gap	33.3%
5	% of males receiving bonus	28.1%
6	% of females receiving bonus	25.0%
7	% of males & females in each quartile pay band	

lower quartile	M	81.1%	Lower
lower quartile	F	18.9%	
lower middle quartile	M	70.8%	Lower Middle
lower middle quartile	F	29.2%	
upper middle quartile	M	83.3%	Upper Middle
upper middle quartile	F	16.7%	
upper quartile	M	88.3%	Upper
upper quartile	F	11.7%	

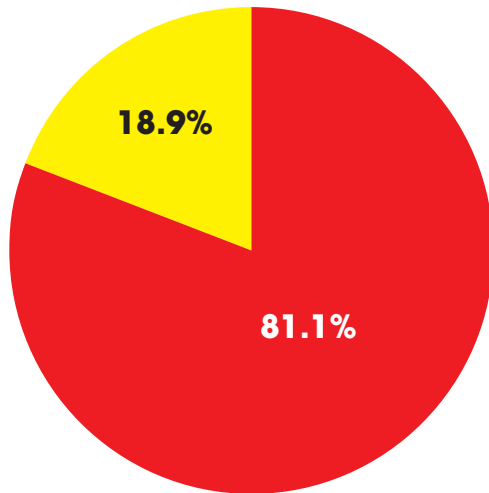


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Pay quartiles - shows gender distribution
in four equally sized quartiles

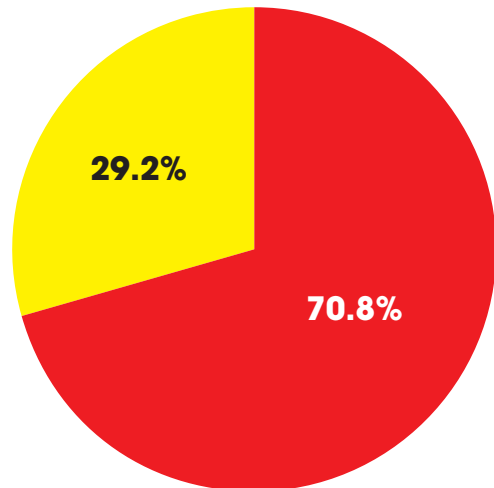
% MEN
% WOMEN

Q1



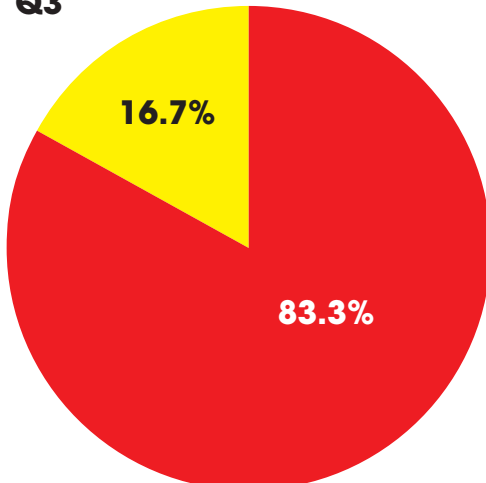
LOWER

Q2



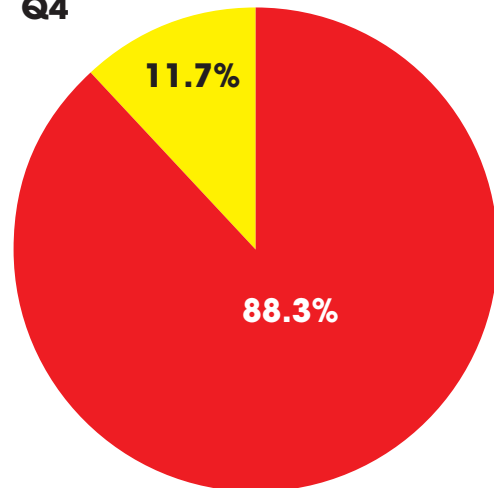
LOWER MIDDLE

Q3



UPPER MIDDLE

Q4



UPPER