

**THE ALBION FOOTBALL CLUB (BOT) LIMITED**  
**GENDER PAY GAP REPORT**  
**STATUTORY REPORTING REQUIREMENTS 2022-23**

In this organisation, when comparing mean (average) hourly pay, women's mean hourly pay is 32.38% lower than men's.

**About median and mean**

The percentage of women in each pay quarter

In this organisation, women occupy 9.50% of the highest paid jobs and 42.30% of the lowest paid jobs.

**Upper hourly pay quarter (highest paid)**

8.20% of the upper hourly pay quarter (highest paid) are women

91.80 % of the upper hourly pay quarter (highest paid) are men

**Upper middle hourly pay quarter**

30.50 % of the upper middle hourly pay quarter are women

69.50 % of the upper middle hourly pay quarter are men

**Lower middle hourly pay quarter**

49.50 % of the lower middle hourly pay quarter are women

50.00 % of the lower middle hourly pay quarter are men

**Lower hourly pay quarter (lowest paid)**

41.30 % of the lower hourly pay quarter (lowest paid) are women

58.70 % of the lower hourly pay quarter (lowest paid) are men

**Bonus pay gap**

In this organisation, women earn 13p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 87% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 87% lower than men's.