



## Gender Pay Gap Report 2023

Powerleague Fives Limited is a provider of commercial small-sided football in the UK with 42 Clubs across Europe. We employ approximately 527 colleagues in the UK, 62% of which are male and 38% are female.

At Powerleague we aim to be an employer of choice. We are committed to the principle of equal opportunities and equal treatment for all our colleagues. Providing a diverse and inclusive workplace, where everyone, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability has an equal opportunity to reach their potential and achieve their career ambitions.

Our report on gender pay gap follows the methodology set out by the Government, comparing the hourly rates of pay between our male and female colleagues, regardless of their roles. The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

Gender pay differences are based on a snap shot date of 5th April 2023.

It is important to remember that the gender pay gap is different to equal pay, the gender pay gap measures the difference in average hourly pay between women and men. Equal pay measures what women and men are paid for doing the same or similar work of equal value. This means that whilst we are committed to the principles of equal pay for all our colleagues and regularly review remuneration levels to ensure pay rates are governed solely by job position and not gender, it is still possible to have a gender pay gap. As a result of our continued scrutiny of equal pay, we are confident that any pay gap does not stem from paying men and women differently for the same or equivalent work.

## Pay Gap Bonus Figures

The bonus gap calculation measures the difference between men and women's mean bonus pay over a 12 month period and the proportion of male and female colleagues who receive a bonus in the same 12 month period.

The proportion of male and females who receive bonuses is well balanced, however the mean figures for both entities is distorted as a result of bonus payments made to a few senior managers, the make-up of which was predominately male, highlighting a gender imbalance.

Attracting and internally promoting more senior female managers will continue to be a focus during 2024 as opportunities arise, which have been lacking in 2023 as a continuation of a stable senior leadership team in our business

# Powerleague Initiatives

Powerleague acknowledges that closing the gender pay gap requires a consistent and sustained focus to deliver meaningful progress over time. Below is a summary of the positive initiatives we will continue to drive to support our commitment to close the gap.

As a result of a change to our People Team structure at the commencement of 2023 and the creation of a new focus, alongside the implementation of new technology, the opportunity to continue to review all of our recruitment and advertising materials and processes to ensure there is no opportunity for conscious or unconscious biases to deter applicants (internal or external), therefore ensuring we are promoting a fair, transparent and inclusive environment for all. Our updated family policies have been refreshed in 2023 and been positively received and accessed in regard to enhanced maternity leave and paternity leave pay particularly.

The Powerleague Academy launched in 2023 which was aimed in the first instance at our Club Management. One of the aims of the programme is to strengthen the future internal talent pipeline, and specifically encourage our female colleagues to take part in Academy opportunities to build confidence and capabilities so that they more readily put themselves forward for opportunities across the businesses. Our commitment to engage with external coaches throughout 2023 supporting various roles across the business including the senior female leadership team.

In 2023 we launched a new digital internal communications platform. This has given way to a successful group wide forum to showcase some of our female club colleagues and their career journey with us. We hope this focus will encourage team members to consider managerial roles and long term careers with us in the future. In turn this focus will assist in shaping our female leadership program for the future.

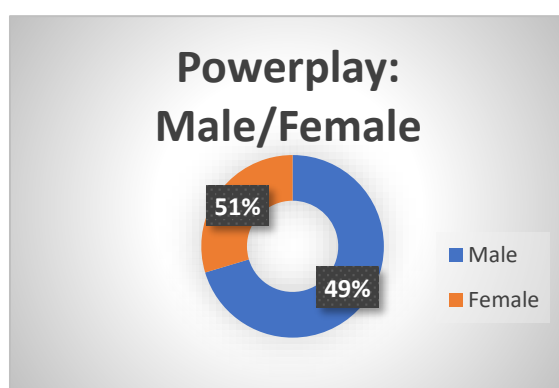
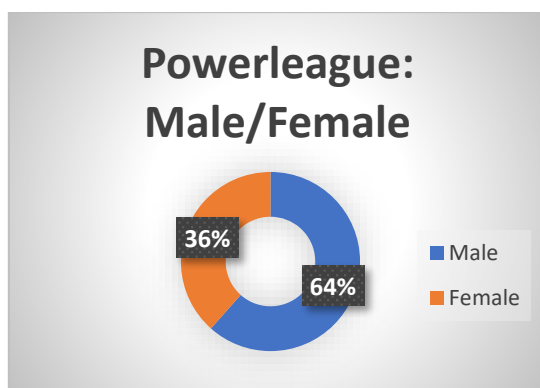
Talent Mapping was conducted in the last quarter of 2023 in order to select our top club managers to join our Empowered Leadership Programme and it is pleasing that we have two female leaders in the 2024 cohort.

Aiming High – Our seasonal performance reviews have been conducted in the first quarter of 2024, providing opportunities once again to identify and support the development and career aspirations of colleagues at all levels of the business.

Throughout 2023 our e-learning portal was developed adding more content allowing our colleagues to undertake flexible self-development from any location be that home or work, which means that both leaders and colleagues are able to own their learning experiences based on their individual needs in addition to our mandatory requirements. Among our programmes, we offer training on Equality, Diversity and Inclusion.

Extra Time - our Employee Assistance Programme provided by Reward Gateway includes a wellbeing centre which gives all colleagues access to four pillars of wellbeing, move, munch, money and mind. It also offers signposting for financial planning across many areas from student debt to potential retirement planning,

## April 2023 Employee Numbers



## Gender Pay Gap

<b>Powerleague</b>		<b>Powerplay</b>	
Mean	16%	Mean	17%
Median	0%	Median	13%

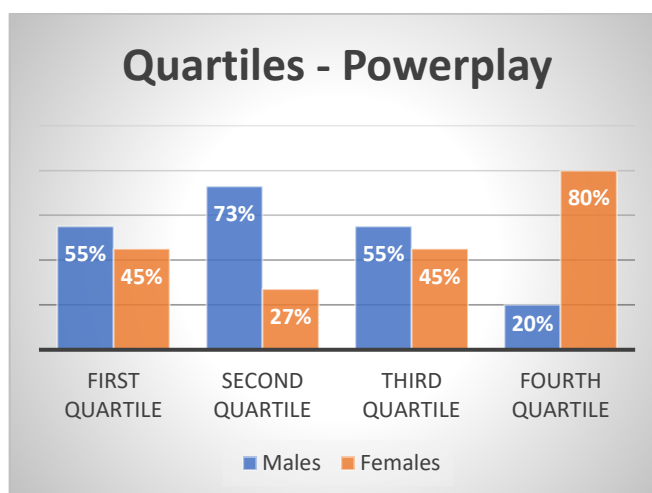
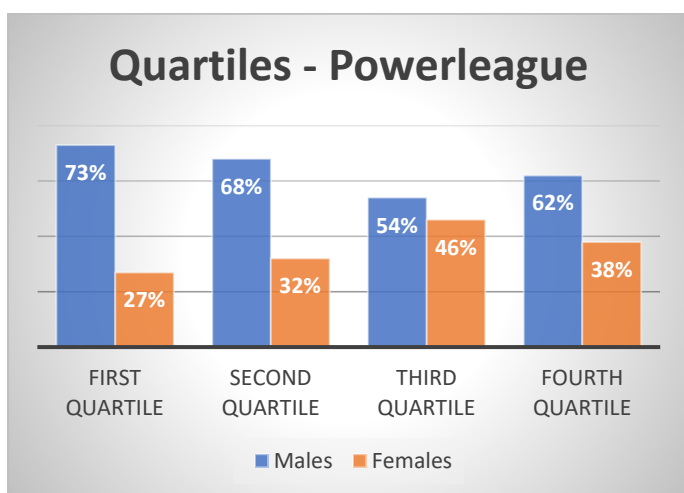
### Percentage of men and women in each hourly pay quartile

#### Powerleague

<b>Gender</b>	<b>Lower Hourly Pay Quartile</b>	<b>Lower Middle Hourly Pay Quartile</b>	<b>Upper Middle Hourly Pay Quartile</b>	<b>Upper Hourly Pay Quartile</b>
Men	73%	68%	54%	62%
Women	27%	32%	46%	38%

#### Powerplay

<b>Gender</b>	<b>Lower Hourly Pay Quartile</b>	<b>Lower Middle Hourly Pay Quartile</b>	<b>Upper Middle Hourly Pay Quartile</b>	<b>Upper Hourly Pay Quartile</b>
Men	55%	73%	55%	20%
Women	45%	27%	45%	80%



We are conscious that we have a gender pay gap, when measured for all employees, which is higher than the national average. This is largely the result of employing a larger proportion of men than women, which is reflected in both the industry and the sport and is also due to a greater proportion of our male colleagues being in management and leadership roles. The gap is not the result of unequal pay for work of equal value. In any event we will continue to undertake benchmarking across our roles ensuring pay scale and total remuneration is fair and relevant.

As we currently have more men managing our club and league operations than women, the overall average hourly pay rate is higher for men and leads to a greater gender pay gap. It remains both a core commitment as well as a challenge for the business, to recruit and develop more women, particularly into management roles.

There has been a reduction in the Women's mean gender gap from 22% to 16%