



# GENDER PAY GAP

20  
25  
REPORT

**At Liverpool Football Club, as part of The Red Way - the club's commitment to build a better future for our people, our planet and our communities, we have an unwavering commitment to equality, diversity and inclusion across all that we do.**

**We are always striving to make a positive impact in the local, national and international communities that we operate in. We are proud of our achievements in this important area; being the first club to achieve the Premier League Equality Diversity and Inclusion Standard in 2017, and maintaining this ever since, and continually being recognised as a leading club on and off the pitch.**

It should be noted that our senior leadership team within football operations, are predominantly male, which significantly contributes to the club's gender pay data.

The club's Red Together Strategy encompasses all activity across four strategic priorities; disability, gender, LGBT+ and race. The strategy focuses on how Liverpool FC continues to advance its efforts internally and externally, based on four main objectives;

- Making Liverpool Football Club welcoming to all – ensuring our sites remain open and inclusive
- Championing equality, diversity and inclusion – removing barriers to inclusion across everything that we do
- Diversifying our workforce – representing the communities that we operate within
- Creating an equitable and inclusive culture – ensuring a sense of belonging for all

### Attraction

- Continuous revision and enhancement of our "Looking After Our People" policies including Paternity, Parental Leave, Flexible Working, Fertility, Time off for Dependents, Menopause Support, Miscarriage Support, Foster Care & Care Support, Career Break, and Retirement.
- Continuing to work in partnership with the Premier League to support the Coach Inclusion & Diversity Scheme by targeting coaches from ethnically diverse backgrounds and/or females.

- Further enhancements to our club and LFC Women Player Maternity Policy.
- A consistent review of job descriptions and job adverts to encourage people from underrepresented groups to apply, including the continuation of an anonymous application process.
- A regular stream of matured EDI recruitment data on a quarterly basis to inform focussed recruitment campaigns with recruitment partners to help increase representation across the club.
- Advertising all LFC roles on multiple diverse job sites to reach underrepresented groups.
- As part of our International Women's Day activity, our recruitment and LFC Foundation team ran a female specific work experience bootcamp.
- Continued as an Includability Committed Employer – awarded for the club's holistic approach to authentic inclusion.

### Education

- Continued delivery of mandatory training across key themes such as equality, diversity and inclusion, sustainability, harassment, behavioural expectations and the club's Code of Conduct.
- Extended sponsorship of women through various apprenticeship programmes, with a greater focus on leadership development, and we continue to empower our people through pre-existing colleague inclusion networks who deliver EDI initiatives all year round.
- We have delivered 'Leading in the LFC Way' training to our senior leaders which is values led and has a key focus on equality, diversity and inclusion and psychological safety.

### Engagement

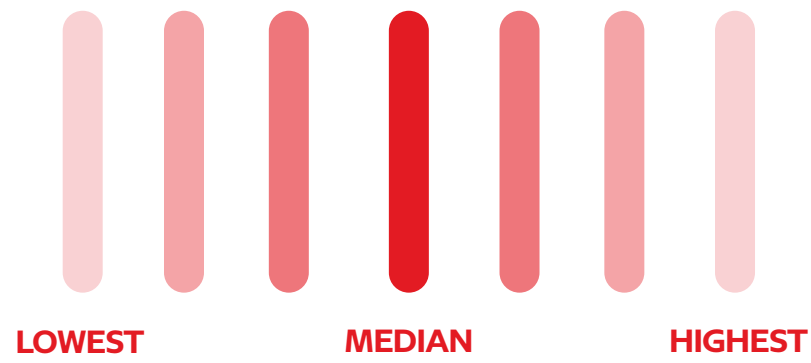
- Refresh of our Red Together colleague networks with the confirmation of Chairs, Vice Chairs and Executive Sponsors from our Senior Leadership population. All networks are now aligned strategically with the club's People and Culture Strategy.
- Empowerment and development of the club's Gender Equality Inclusion Network, delivering all year-round activity across key topics such as International Women's Day, Menopause Awareness, Domestic Violence and Menstruation.
- Annual club wide engagement survey to ensure our people have a voice on the importance of diversity and inclusion and we understand the sense of belonging and sentiment with quarterly pulse checks in between.
- In order to comply with The Football Association's 'Rule N', the club published its current workforce diversity data which includes our permanent colleagues directly employed by the club only.

Liverpool FC takes its responsibilities in this area seriously and through the work being done across the club, we are committed to increasing the diversity of our people and becoming an increasingly inclusive workplace for all.



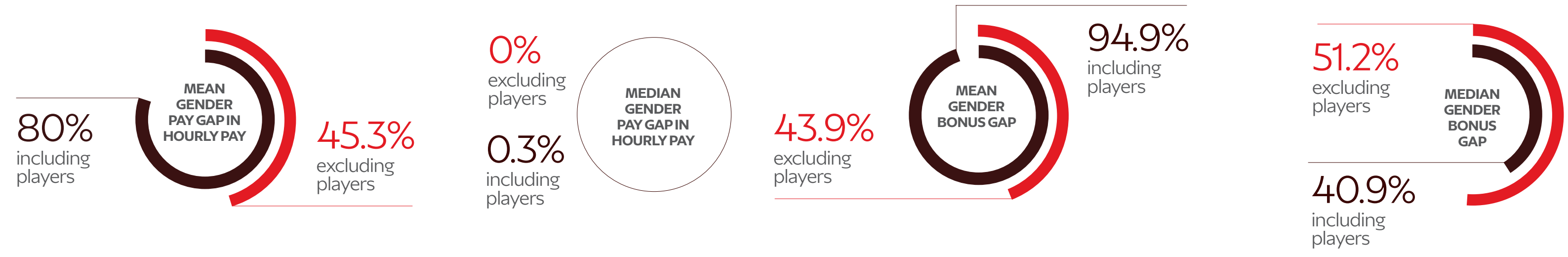
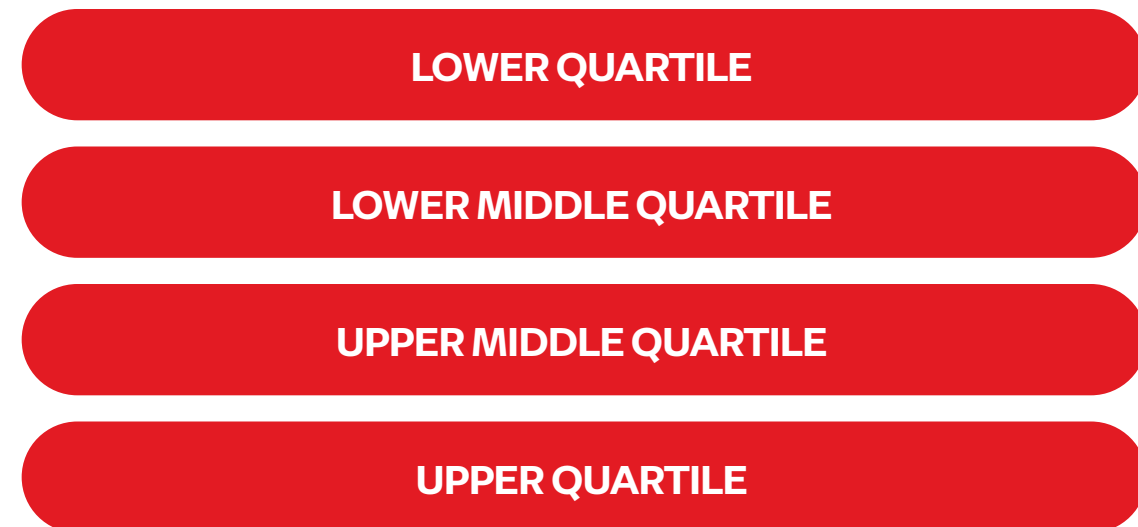
**Billy Hogan**  
CEO | Liverpool Football Club

The **MEAN** or the **AVERAGE** is the middle number in a set of data when adding up all the numbers in a sequence and dividing this answer by the number of numbers in that sequence.

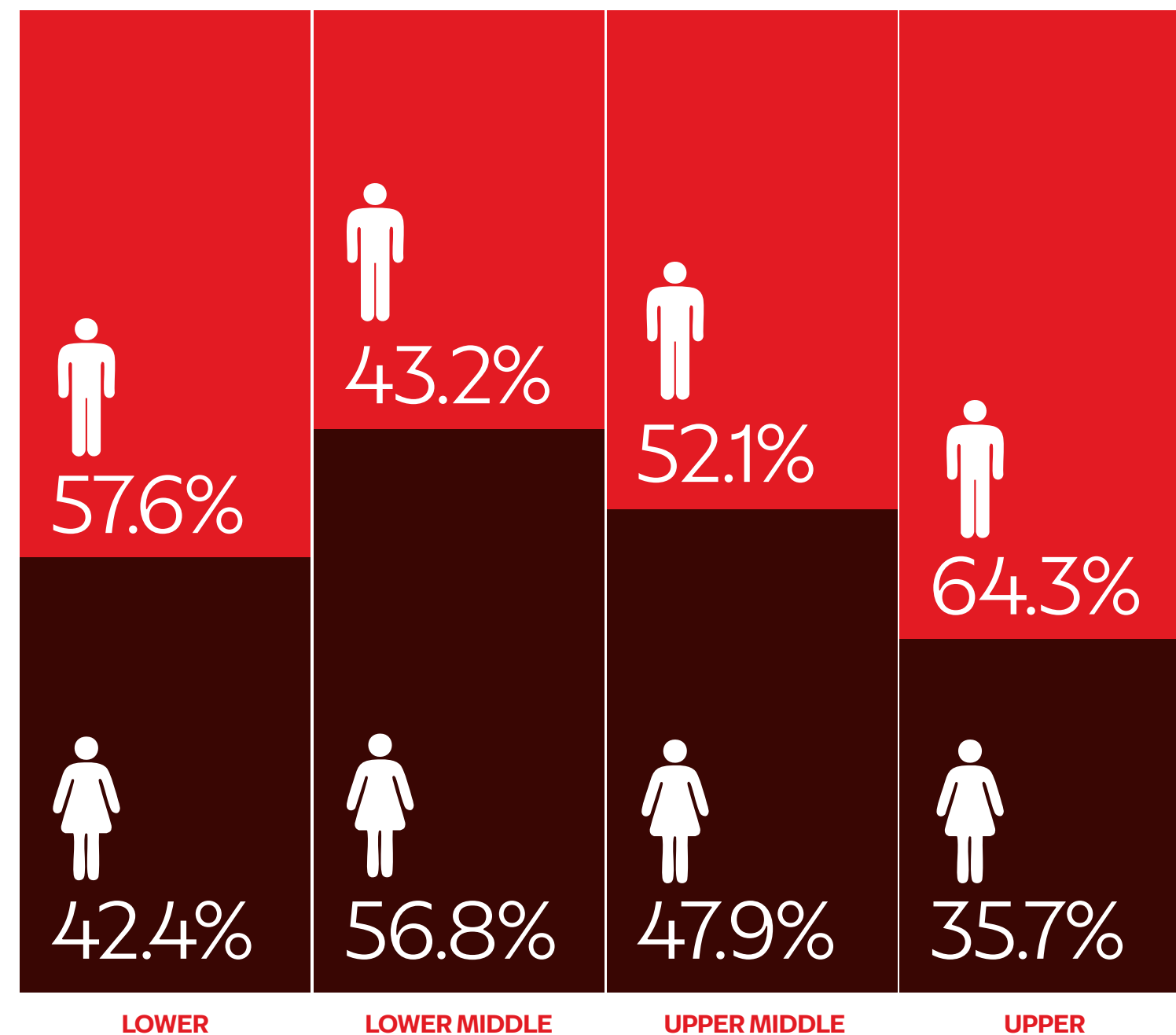


The **MEDIAN** is the middle numbers in a set of data where the sequence of data is put in order from lowest to highest.

**QUARTILES** divide a rank-ordered data set (arranged by lowest to highest) into four equal parts. The upper quartile is the top 25%, the upper middle quartile is the next 25% and so on.



**PAY QUANTILES INCLUDING PLAYERS**



**PAY QUANTILES EXCLUDING PLAYERS**

