



GENDER PAY GAP

Everton Football Club is committed to creating an inclusive environment in which everyone is respected, celebrated, and empowered. We believe in our responsibility and duty to ensure everyone who engages with the organisation is treated fairly, with respect, and that the right support is given to those who need it.

Our Gender Pay Gap continues to fluctuate with changes brought by both internal and external factors. However, it is encouraging to see positive variations within our median calculations for the year 2024/25.

Due to the almost unique environment in which we operate, we remain acutely aware that our gender pay gap figures will be heavily distorted. To address any disproportionate comparison, we have produced a secondary set of gender pay reporting figures that removes professional football staff salaries. We believe the adjusted figures offer a fairer reflection, enabling the Club to make more equal comparisons with other organisations and helping us to identify areas of concern or imbalance*.

OUR RESULTS

STATUTORY NUMBERS

Women's hourly rate is

72.4%

Lower (mean)

1.1%

Higher (median)

Women's bonus pay is

94.1%

Lower (mean)

93.2%

Lower (median)

Who received bonus pay



Males receiving bonus

8.1%

Females receiving bonus

4.5%



Pay Quartiles



23.9%
76.0%



31.3%
68.6%



22.0%
77.9%



22.9%
77.0%





OUR RESULTS

Adjusted Numbers (excluding all professional football players)

Women's hourly rate is

33.5%

Lower (mean)

3.6%

Higher (median)

Women's bonus pay is

79.7%

Lower (mean)

65.4%

Lower (median)

Who received bonus pay



Males receiving bonus

2.3%

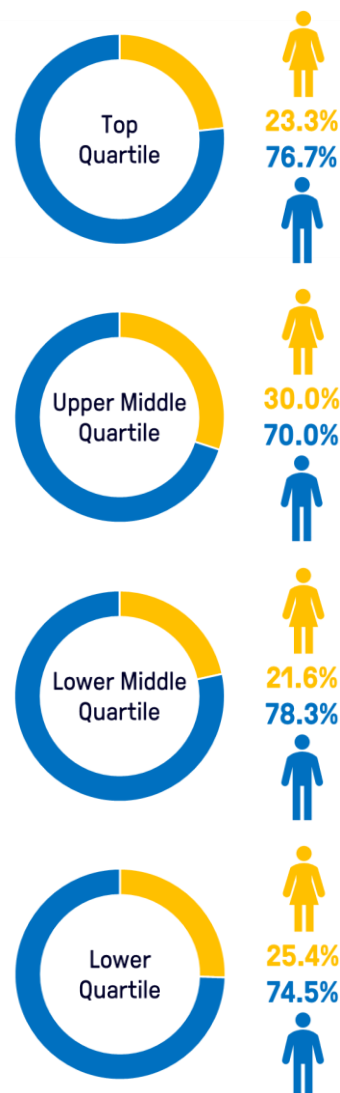
Females receiving bonus

2.0%



*Adjusted figures exclude player-related salaries and bonuses but include the management, coaching staff and other non-player high earners.

Pay Quartiles



HOW WE'RE CLOSING OUR GENDER PAY GAP

Since its launch in 2018, our clearly defined strategy *All Together Now* has aligned equity and inclusion with business processes, ensuring accountability and ownership at a senior level. To mark the campaign's fifth anniversary in 2023, we launched an updated strategy vision, taking the opportunity to reiterate our key aims and objectives to supporters, players and staff. We continue to be a Living Wage employer and recognise that social mobility can be a barrier to employment and development for colleagues within our organisation.



Additionally, we work with our internal and external stakeholders to ensure our colleagues have the best support to help them make decisions that are right for them. This includes providing access to workshops, seminars and practical tools on subjects including financial wellbeing, budgeting and saving money.

LEADERSHIP, GROWTH AND DEVELOPMENT

The Club continues to have male and female representation at Board, Executive and Senior Leadership levels. Alongside this, Everton in the Community remains under the stewardship of CEO Sue Gregory and is proud of its representative leadership team and Trustee board. We remain firm in our commitment to the FA's EDI frameworks and our work to meet and exceed the Premier League's Equality, Diversity and Inclusion Standard.

SUPPORTER AND COMMUNITY INITIATIVES

Fan and community initiatives are coordinated to support Everton's ambition to achieve gender equity. The Club remains a keen supporter of fan-led initiative #HerGameToo, whilst Everton in the Community use their first-class resources and engagement programmes to inspire young women across Merseyside and beyond. Celebrating women is a key priority and promoting initiatives like International Women's Day and other gender-based campaigns is cemented in our plans.

EVERTON WOMEN

We take pride in having a Women's team that continues to compete at the highest level of the domestic game. Since taking ownership of the Club in December 2024, The Friedkin Group has stated its interest and desire to invest in Everton Women and the wider game, create a defined on-pitch and commercial strategy for the Women's team, and develop fan loyalty and attendances. Reflective of this was the Board's decision to make Goodison Park the permanent home of Everton Women from the 2025/26 season onwards, following the move of the Everton Men's team from Goodison to Hill Dickinson Stadium. In doing so, Goodison became the largest dedicated women's football stadium in the country.

MONITORING & DATA

The Club reviews gender diversity for our annual Equality Monitoring Report and as part of our commitment to the *All Together Now* strategy. We use data to identify potential areas of focus, enabling us to target our initiatives effectively. This ensures a robust, data-driven approach to our efforts to close the gender pay gap, which is regularly monitored and evaluated.

I confirm that our gender pay gap data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Angus Kinnear

Chief Executive Officer