

Queens Park Rangers Gender Pay Report 2019

Since 2017, gender pay reporting legislation require employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This is the third year of reporting and this report contains information regarding the pay gap at QPR FC as required by the legislation.

The snapshot date for this report is 5th April 2019 and must be published by 4th April 2020.

QPR is committed to being an equal opportunity employer and the club does not discriminate in anyway with regards to recruitment and appointment of any member of staff at all levels.

The gap in pay as reflected in the tables below is a result of the following:

- The report includes all professional football players who form the majority of staff salary
- Most coaching and football support staff are primarily male and this has been the normal tendency in most professional football clubs
- Bonuses are mainly related to player appearances and all of these are male

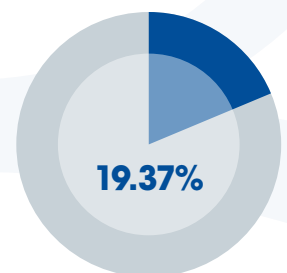
Pay difference between men and women

	Mean	Median
Hourly pay	66.57%	6.81%
Bonus pay	96.23%	77.74%

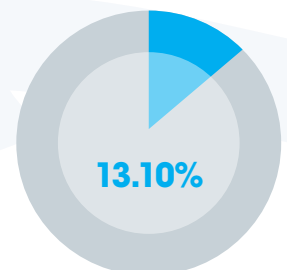
Proportion of employees receiving a bonus



Men

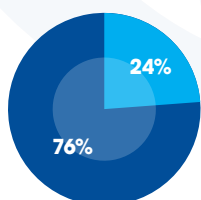


Women

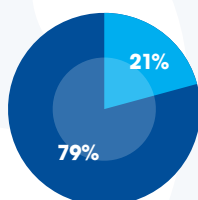


Percentage of men and women in each pay quartile

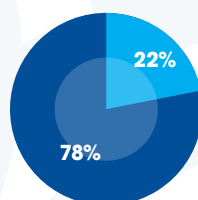
● Men
● Women



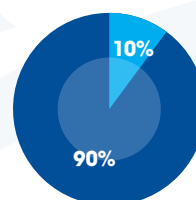
Lower



Lower middle



Upper middle



Upper

We confirm that the data reported here is accurate.

Lee Hoos, QPR CEO

