

Sporting Club St Helens Ltd and St Helens Rugby Football Club Ltd

Gender Pay Gap Report

In accordance with the Equality Act 2010, all United Kingdom companies with at least 250 employees are required to publish details of their gender pay gap on an annual basis.

St Helens RFC Ltd is an equal opportunities employer and reward male and female employees with the same rate of pay for performing the same roles. The data reported relates to a snapshot date of 5th April, 2017. At the time of this report St Helens RFC Ltd had 454 employees.

The Gender Pay Gap report from 5th April 2017 for St Helens RFC Ltd is as follows:

1. Hourly Pay Gap

Mean	42.2%
Median	25.3%
2. Bonus Pay Gap

Mean	100.0%
Median	100.0%
3. Hourly Pay Quartile

	Male	Female
Upper	84.2%	15.8%
Upper Middle	73.5%	26.5%
Lower Middle	54.0%	46.0%
Lower	48.2%	51.8%
4. Percentage of employees paid a bonus in the last 12 months

Male	6.7%
Female	0.0%

Gender Pay

This analysis shows a considerable gender pay gap. This is due to the fact that St Helens RFC is a professional rugby league club and as such the players and coaches are all male and are our highest earners.

Bonus Pay

The playing staff are incentivised to receive bonuses depending upon their performance in Super League. This is the reason for the bonus pay gap.