



Gender Pay Gap Report 2025

Published April 2025



Welcome to our Gender Pay Gap Report for 2025.

Introduction

At Brentford, we are committed to creating a positive, inclusive environment where everyone within our organisation can progress and reach their potential. Supporting the career development of women remains a priority and we continue to take steps to improve gender balance at all levels of the business.

While we know more work is required, I am pleased to see our efforts are moving the data in the right direction in several areas of this report. This is particularly notable in our off-field business where both the median and mean pay gaps have significantly reduced year-on-year to 7%. We have also seen an increase in female employees in the upper quartile of off-field pay bands since 2024, which is an important step for improved representation at senior levels.

We know closing the gender pay gap will take time, focus and accountability. As such, we will continue to prioritise building a more

representative workforce, strengthening pathways into and through the organisation, and improving diversity across the club.

As part of our wider work, we have a long-term commitment to women and girls' inclusion in football to ensure our female staff members, coaches, fans and players always feel welcome and safe - and are clear that football is for everyone.

I confirm that the Premier League Gender Pay Report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jon Varney Chief Executive

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Defining the Gender Pay Gap

The law requires any company with more than 250 employees to publish its gender pay gap in accordance with the Equality Act 2010. The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

It does not show differences in pay for comparable jobs.

Equal pay gap refers to men and women being paid differently for the same or similar work. Brentford is committed to ensuring all staff are paid fairly for the same role.

Our gender pay gap assessment was completed using methodology recommended by UK Government and is based on the club's payroll data at the snapshot date of 5 April 2025.

The gender pay gap is calculated by expressing women's pay as a percentage of men's pay. The report presents the results on the following calculations:

The mean pay gap is the difference in average hourly pay for women compared to men.

The median pay gap is the difference in the midpoints in the ranges of hourly earnings for men and women when they are listed from the lowest paid to the highest paid.

The bonus payment percentages show the proportion of men and women who received a bonus payment in the 12 months that ended on the snapshot date.

Our report also shows the percentage of men and women employees in four equal sized groups of employees (quartiles) based on their hourly pay.

2025 Gender Pay Gap Results

ALLSTAFF

Gender Pay Gap

82%

Difference in mean pay

22%

Difference in median pay

These figures exclude our casual workforce and staff employed by Brentford FC Community Sports Trust. As a men's professional football club, the mean salary for men is significantly higher than that of women across the organisation. This is primarily driven by the material impact of men's first team player salaries on the overall dataset.

Bonuses

64%

Of men received a bonus

70%

Of women received a bonus

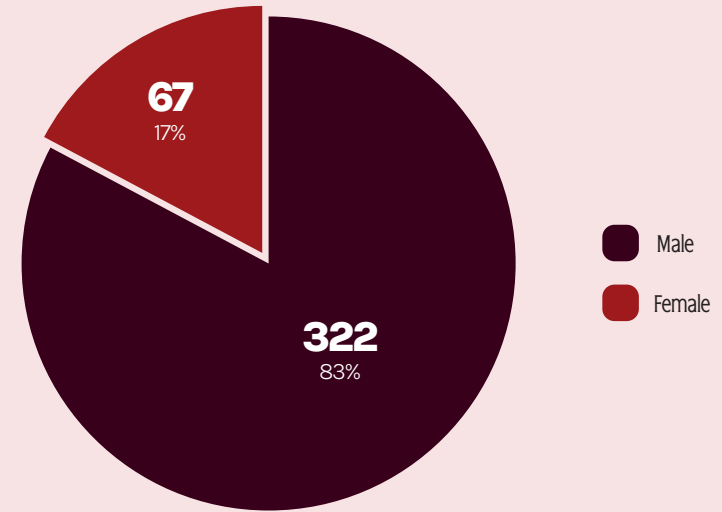
95%

Difference in mean bonus pay

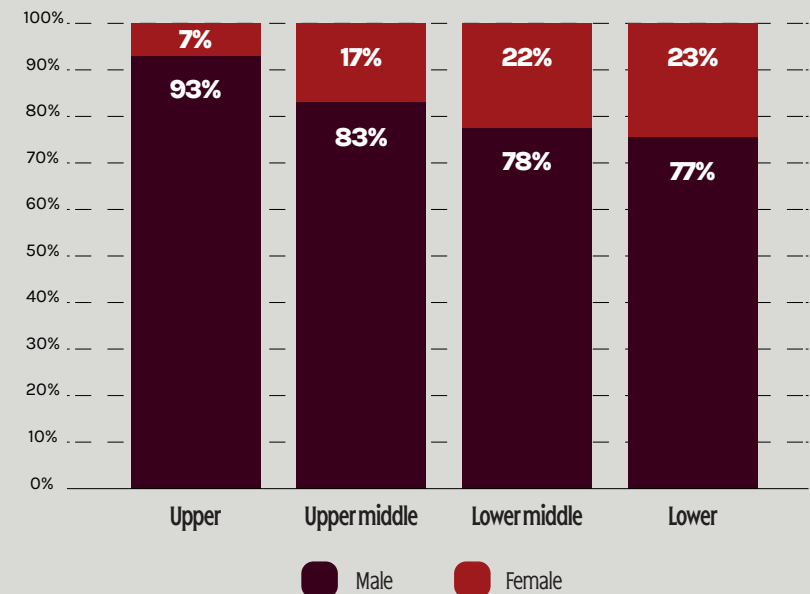
58%

Difference in median bonus pay

Staff breakdown



Proportion of employees in the pay quartiles



2025 Gender Pay Gap Results

ALL STAFF EXCLUDING PLAYERS

Gender Pay Gap

47%

Difference in mean pay

22%

Difference in median pay

To provide greater transparency and context, this dataset excludes all playing staff, whose salaries can significantly influence overall pay figures. This allows for a more balanced view of pay across the organisation, while still reflecting the structure of a professional football environment.

Bonuses

70%

Of men received a bonus

70%

Of women received a bonus

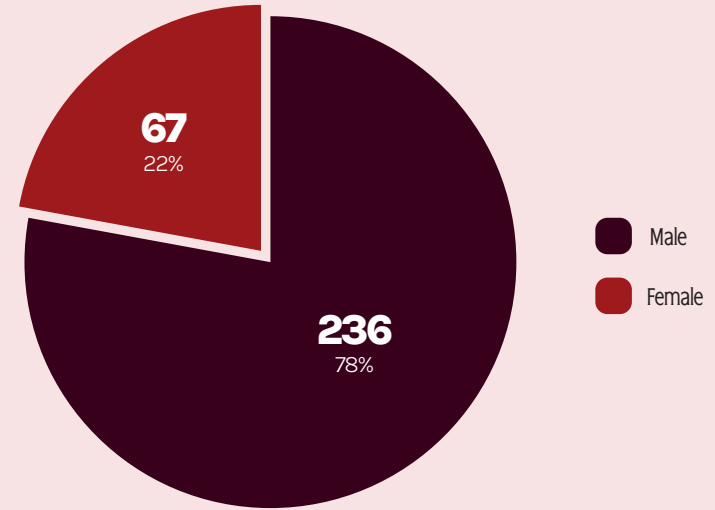
74%

Difference in mean bonus pay

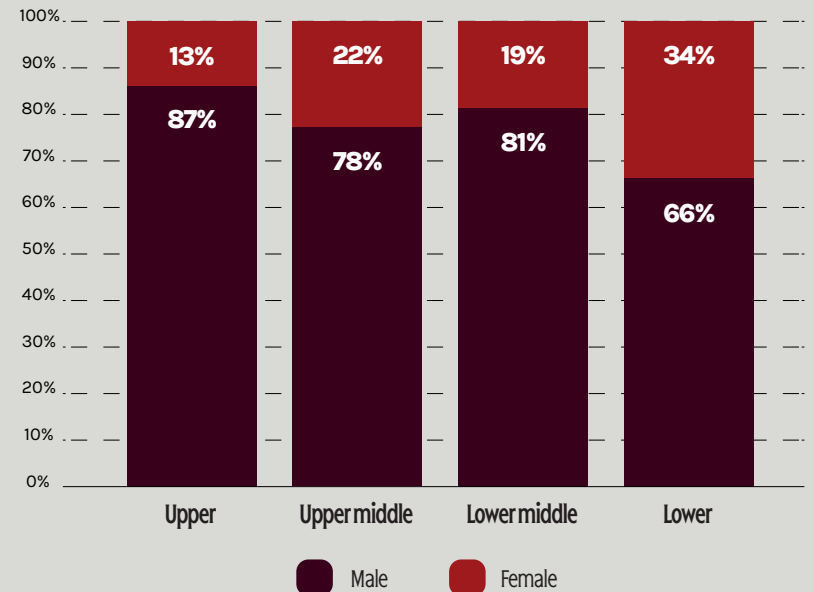
30%

Difference in median bonus pay

Staff breakdown



Proportion of employees in the pay quartiles



2025 Gender Pay Gap Results

OFF-FIELD STAFF ONLY

Gender Pay Gap

7%

Difference in mean pay

7%

Difference in median pay

To present a more representative view of the wider workforce, this dataset excludes players and all football-related roles, including management, performance, technical and coaching staff. It therefore provides a clearer comparison across our off-field workforce, comprising employees in commercial, finance, HR, IT, marketing, legal and business operations functions.

Bonuses

71%

Of men received a bonus

73%

Of women received a bonus

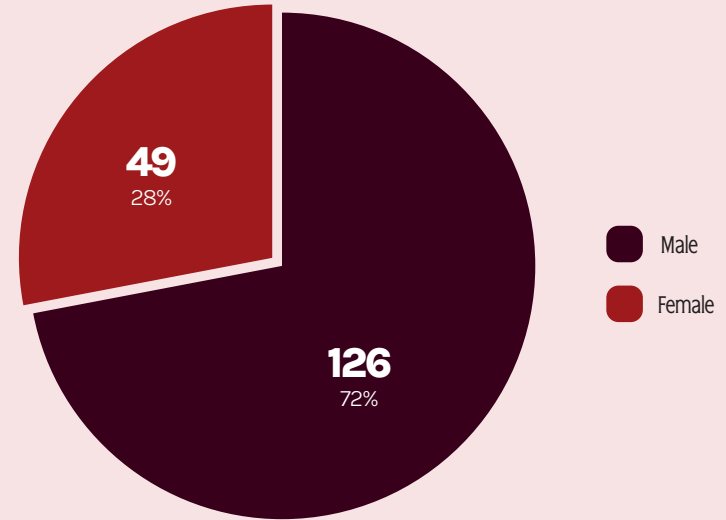
24%

Difference in mean bonus pay

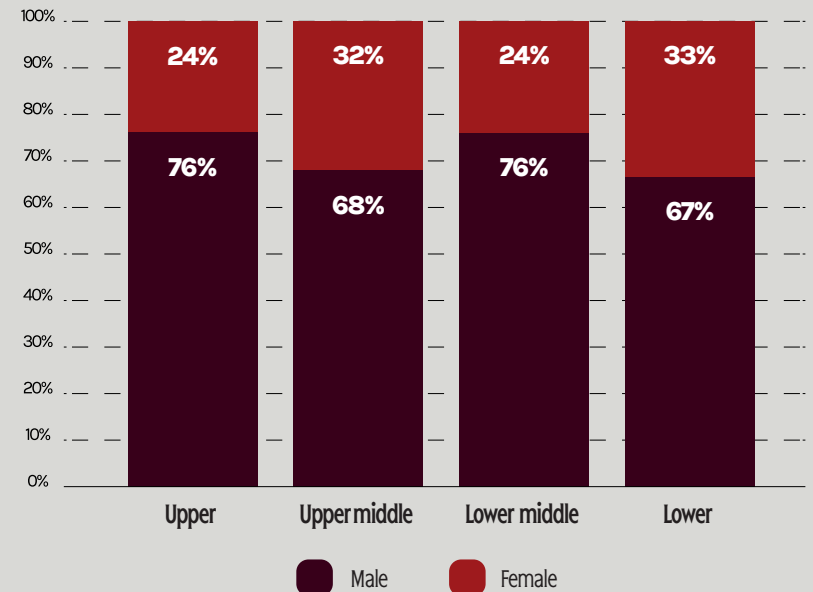
18%

Difference in median bonus pay

Staff breakdown



Proportion of employees in the pay quartiles



Analysis - what do the results tell us?

The 2025 report demonstrates significant positive steps in our off-field business with both the mean and median pay gap now reduced to 7%, which is a notable year-on-year improvement.

Due to our business being predominantly a men's professional football club, the 'all staff' figures are considerably influenced by high salaries relating to male First Team players and coaching staff.

Therefore, when looking at our 'all staff data', the mean salary for men will be higher than that of women. When players are excluded from our data, the mean pay gap

reduces by 35% and our 'Off-field' staff data shows the mean pay gap further reduced by an additional 40% to 7%.

We recognise there is more work to be done to further reduce the pay gap and improve gender balance at all levels of the business. We are committed to creating an environment where everyone can progress, and to supporting the professional development of women. We have a series of policies and programmes in place to help promote equal opportunity and career pathways.



BeeTogether: Our action and plans

At Brentford FC, we view our Gender Pay Gap not just as a figure to report, but as a reflection of where we are on a broader journey.

This work sits at the heart of BeeTogether, our club-wide equity, diversity and inclusion strategy. It reflects our belief that football is for everyone, whether a player, official, staff member or spectator.

Recruitment practices

At Brentford, we are committed to increasing the representation of women at all levels of the organisation. To support this, we regularly review the experiences, progression and retention of our female employees to better understand where improvements are needed.

Over the past year, we appointed a Talent Acquisition Partner. This role focuses on proactively identifying and attracting a diverse pool of talent.

Additionally, the introduction of a new employee management system this year will allow us to analyse data across the full recruitment cycle, helping us to identify trends, monitor progress, and target areas for continuous improvement.

Professional development

Supporting women to grow and succeed at Brentford is essential to reducing our Gender Pay Gap.

We are committed to embedding recognised standards such as the Premier League Equality, Diversity and Inclusion Standard (PLEDIS), which provides a framework to drive inclusion across all areas of the club. Last year, Brentford achieved the intermediate level, recognising the club's progress so far.

Since 2023, the club has held a corporate membership with Women in Football (WIF). Through this partnership, all our female staff can access WIF's leadership courses which offer networking and coaching opportunities. The partnership has also provided our employees opportunities to take part in mentoring, attend WIF's annual conference and bespoke training.

Last year, the club took steps to strengthen our approach to pay by introducing a new policy supported by benchmarking through Brightmine. This includes clearer structures around role grading, salary banding and bonus distribution, alongside increased transparency through salary ranges within role descriptions.

Support in the workplace

Helping women thrive in the workplace means having inclusive workplace practices as well as supporting their professional development.

We have a range of policies to help our female employees. As a recent member of Working Families, we look forward to strengthening our approach to flexible and supportive working practices, helping to better support parents and carers in balancing work and home life. We also have a menopause policy and more recently, we became the first UK organisation to introduce a staff policy based on Hugh's Law, providing provision for parents who have a critically ill child.

Built to Belong:

Driving inclusion of women and girls

Brentford's work to widen inclusivity for women extends beyond the workplace. The club has a long-term commitment to supporting women and girls in football based on safety, allyship and representation. Whether behind the scenes, on the pitch or in the stands, the club believes that all women should feel welcomed in the footballing environment. Our work includes:

- Gtech Community Stadium becoming an accredited 24/7 safe haven
- Welcoming first time female fans into our stadium and funding coaching pathways for women
- Encouraging allyship among our fans and staff through bystander intervention training