



Our Gender Pay Gap Report 2026

“This year’s figures show areas of meaningful improvement, particularly in the distribution of women across parts of our workforce.

“What matters most is that we keep building an environment in which women are supported to develop and thrive.

“Our continued investment in Newcastle United Women is only part of our commitment to broadening opportunities and representation at every level.

“These actions are part of a long-term strategy to ensure that talent, ambition and hard work are what shape careers here, not gender.

“We know there is more to do, and we remain fully committed to that. Newcastle United should always be a club where everyone feels valued and empowered, and we will continue to take purposeful steps to build a workplace that reflects those values.”

David Hopkinson,
Chief Executive Officer

ALL EMPLOYEES

PAY GAP

Pay Gap	Mean 78.9%	Median 0.0%
Bonus Proportion	Male 26.3%	Female 34.6%
Bonus Gap	Mean 88.8%	Median 32.2%

PAY QUARTILES



EMPLOYEES WITHOUT MANAGERS AND PLAYERS

PAY GAP

Pay Gap	Mean 22.6%	Median 0.0%
Bonus Proportion	Male 25.7%	Female 32.9%
Bonus Gap	Mean 74.9%	Median 21.8%

PAY QUARTILES

