



# OUR GENDER PAY GAP REPORT 2022

This is Newcastle United's gender pay gap report in line with the government's requirements for organisations with more than 250 employees. It is inclusive of the men's first team playing and coaching staff and contains our statutory disclosure of the gender pay gap, for the snapshot period of **05 April 2021**.

The gender pay gap is the difference in average earnings between women and men, regardless of role or seniority. This is not the same as equal pay which looks at the rates of pay between women and men carrying out the same or similar roles. We are confident that we pay women and men the same rate of pay for the same roles and remain committed to providing opportunities and development in all areas of our organisations.

Our mean (average) hourly pay gap is 90.4% in favour of men and reflects the fact that the highest earning roles in football (professional players and senior coaches) are almost exclusively occupied by men. Our bonuses are paid as a percentage of salary earned and therefore the gender imbalance is similarly reflected in the bonus gap.

This is an enormously exciting time of growth for our Club as we work towards our new vision, and we will ensure that we use the opportunities this presents to enhance our diversity. All our employees now benefit from our application to becoming a Living Wage Employer, paying wages that meet the everyday needs of individuals and their families. We continue working with our internal and external networks to identify new initiatives to improve our gender balance and our employees have access to hybrid ways of working which enhance flexibility and support our people to live rewarding and fulfilling lives in and out of work. We are committed to developing our Newcastle United Women's Team, who this season will play at St. James' Park for the first time in their history, and we look forward to continuing our efforts to address gender balance as part of our long term strategy for the club.

I confirm the data reported is accurate.

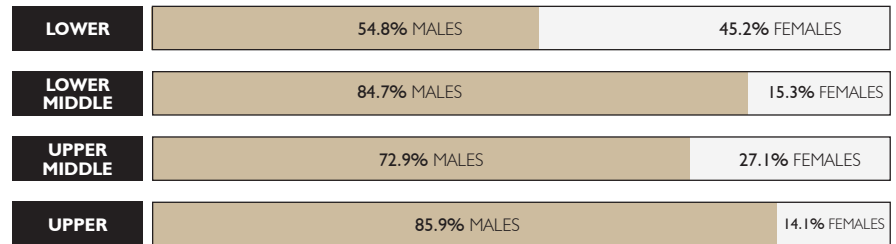
**Amanda Staveley,**  
Director

## STAFF WITHOUT MANAGERS AND PLAYERS

### PAY GAP

Pay Gap	Mean <b>28.0%</b>	Median <b>10.4%</b>
Bonus Proportion	Male <b>51.4 %</b>	Female <b>81.4%</b>
Bonus Gap	Mean <b>29.3%</b>	Median <b>19.3%</b>

### PAY QUANTILES



## ALL STAFF

### PAY GAP

Pay Gap	Mean <b>90.4%</b>	Median <b>18.9%</b>
Bonus Proportion	Male <b>55.1 %</b>	Female <b>81.4%</b>
Bonus Gap	Mean <b>93.2%</b>	Median <b>31.2%</b>

### PAY QUANTILES

