

OUR GENDER PAY GAP REPORT 2018

Ours is a sport in which the highest earning roles are occupied almost exclusively by men. Our gender pay gap reflects this.

Nevertheless, Newcastle United celebrate the fact that more women and girls become involved in the world of football every day.

We are committed to encouraging women to engage with and work in football. Whilst overall our gender pay gap is 83%, the pay gap excluding players and first team manager is 16%.

We maintain a commitment to ensuring gender balance wherever we can, at all levels. Our senior management team within business operations at Newcastle United has equal male and female representation.

For the period referred to in our report, which was our relegation season of 2015-16, no bonuses were paid throughout the club.

I confirm the data reported is accurate.

Lee Charnley Managing Director

L STAFF			
PAY AND BONUS GAP			
Pay Gap	Mean 83.3%	Median 0%	
Bonus Gap	N/A	N/A	
Bonus Proportion	Male 0%	Female 0%	
PAY QUARTILES			
OWER 64%	MALES	36% FEMALES	
OWER MIDDLE	85% MALES	15% FEMALE	
JPPER MIDDLE	76% MALES		
JPPER	86% MALES	14% FEMALE	

W	WITHOUT PLAYERS AND MANAGER						
ì	PAY GAP						
	Pay Can	Mean 16.1%	Madian 00/				
	Pay Gap	1 lean 10.1 70	riediai				
	Bonus Gap	N/A	N/A				
	Bonus Proportion	Male 0%	Female				
	PAY QUARTILES						
	LOWER 62% MALI	62% MALES		38% FEMALES			
	LOWER MIDDLE	84% MALES		16% FEMALES			
	UPPER MIDDLE	81% MALES		19% FEMALES			
	UPPER 79% MALES			21% FEMALES			