



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

ALL STAFF

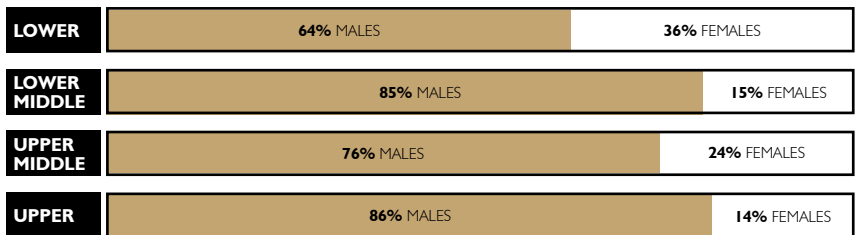
PAY AND BONUS GAP

Pay Gap	Mean 83.3%	Median 0%
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Bonus Gap	N/A	N/A
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Bonus Proportion	Male 0%	Female 0%
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PAY QUARTILES



WITHOUT PLAYERS AND MANAGER

PAY GAP

Pay Gap	Mean 16.1%	Median 0%
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Bonus Gap	N/A	N/A
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Bonus Proportion	Male 0%	Female 0%
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PAY QUARTILES

