



OUR GENDER PAY GAP REPORT 2021

At Newcastle United Football Club our family values underpin everything that we do. We strive to maintain an environment in which all are respected, supported, and valued, focusing on the individual needs of employees, and ensuring the right conditions for everyone to achieve their full potential.

This report contains our statutory disclosure of the gender pay gap as per the legislative requirement contained in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for the snapshot period of 05 April 2020.

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.

Our mean (average) hourly pay gap is 92.2% 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.

Our action planning to enhance the diversity of our more senior roles targets our identified gaps and this commitment is demonstrated through our participation in the Football Association's Diversity in Leadership Code. We will continue to grow our own and create opportunities for all.

I confirm the data reported is accurate.

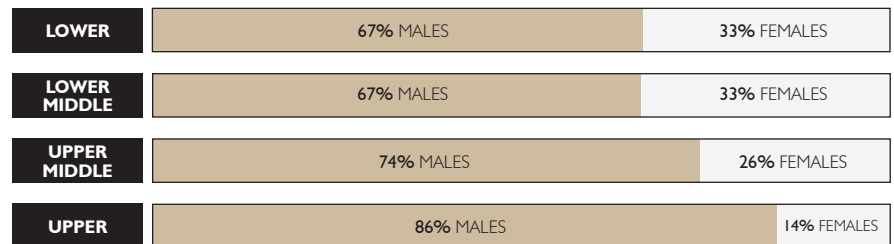
Lee Charnley,
Managing Director

STAFF WITHOUT MANAGERS AND PLAYERS

PAY GAP

Pay Gap	Mean 26.6%	Median 14.3%
Bonus Proportion	Mean 69.2%	Median 80.5%
Bonus Gap	Male 41.1%	Female 26.0%

PAY QUANTILES



ALL STAFF

PAY GAP

Pay Gap	Mean 92.2%	Median 32.9%
Bonus Proportion	Mean 63.8%	Median 80.5%
Bonus Gap	Male 93.8%	Female 30.8%

PAY QUANTILES

