



# OUR GENDER PAY GAP REPORT 2023

This is Newcastle United's sixth gender pay gap report and is inclusive of the men's first team playing and coaching staff. It contains our statutory disclosure of the gender pay gap, for the snapshot period of 05 April 2022, in line with the government's requirements for organisations with more than 250 employees.

The gender pay gap is the difference in average earnings between women and men, regardless of role or seniority. It does not measure the difference in pay between men and women for doing the same job. At Newcastle United we use a job evaluation and pay benchmarking approach to enable fairness and consistency and to ensure that we pay equally to men and women doing the same or similar work.

We are committed to enhancing our diversity so that we reflect the communities we serve and to providing career development, learning and apprenticeship opportunities to all those who work in our operations.

Our mean (average) hourly pay gap is 84.8% in favour of men and reflects the earning capacity of the men's first team and coaching staff. Without male professional players and senior coaching staff the mean gap is 18.1% which is due to the number of men in senior roles compared to women. There is no hourly pay gap at median (middle) between men and women.

A higher proportion of women receive a bonus because our match day population, which is ineligible for bonus, has a higher proportion of men within it. The bonus gap is largely due to the men's first team players and numbers of men in senior roles.

The proportion of women in the upper quartile has increased by 4% since our previous report and as our Newcastle United family grows, we remain committed to using the opportunity to recruit more women into senior roles at the Club. We work with our resourcing partners and internal and external inclusion advisory groups to enable this aim, and we continue to develop our ways of working to create environments which focus on the individual needs of our employees and enable everyone to achieve their full potential.

We are enormously proud of Newcastle United Women's Team who this season will again play a game at St James' Park, and our investment in their infrastructure and development continues.

We look forward to collaborating with our stakeholders to improve our gender balance as part of our long-term strategy for the club.

**Darren Eales,**  
Chief Executive Officer

## STAFF WITHOUT MANAGERS AND PLAYERS

### PAY GAP

Pay Gap	Mean <b>18.1%</b>	Median <b>0%</b>
Bonus Proportion	Male <b>21.6%</b>	Female <b>24.8%</b>
Bonus Gap	Mean <b>67.2%</b>	Median <b>52.3%</b>

### PAY QUANTILES

<b>LOWER</b>	76% MALES	24% FEMALES
<b>LOWER MIDDLE</b>	76% MALES	24% FEMALES
<b>UPPER MIDDLE</b>	68% MALES	32% FEMALES
<b>UPPER</b>	82% MALES	18% FEMALES

## ALL STAFF

### PAY GAP

Pay Gap	Mean <b>84.8%</b>	Median <b>0%</b>
Bonus Proportion	Male <b>23.0%</b>	Female <b>24.8%</b>
Bonus Gap	Mean <b>96.2%</b>	Median <b>57.1%</b>

### PAY QUANTILES

<b>LOWER</b>	79% MALES	21% FEMALES
<b>LOWER MIDDLE</b>	76% MALES	24% FEMALES
<b>UPPER MIDDLE</b>	70% MALES	30% FEMALES
<b>UPPER</b>	86% MALES	14% FEMALES