



OUR GENDER PAY GAP REPORT 2024

This is Newcastle United's eighth gender pay gap report and is inclusive of first team playing and coaching staff. It contains our statutory disclosure of the gender pay gap, for the snapshot period of 05 April 2023, aligned to government 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 in our pay framework and to ensure that we pay equally to men and women doing the same or similar work.

Our mean (average) hourly pay gap is 84.8% in favour of men. This reflects the earning capacity of the men's first team players, coaches and multi-disciplinary team. When male professional players and senior coaches are removed, the mean gap reduces to 27.6%. There is no hourly pay gap at median (middle) between men and women.

We remain committed to diversifying our workforce and are pleased to report that the proportion of women in the upper pay quartile has increased by 5% since our previous report and the Newcastle United Board is 40% female. As our Newcastle United family grows, we are working proactively with our resourcing partners and internal and external inclusion advisory groups to further enhance our diversity so that we reflect the communities we serve.

We are enormously proud of Newcastle United Women's Team who this season became the first full-time professional football club in FA Women's National League history – one year on from the club becoming an official part of Newcastle United Football Club.

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

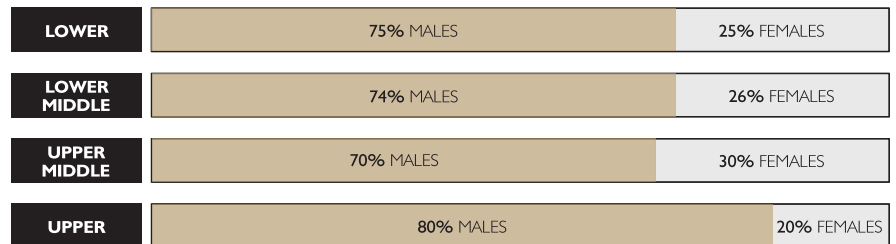
Darren Eales,
Chief Executive Officer

EMPLOYEES WITHOUT MANAGERS AND PLAYERS

PAY GAP

Pay Gap	Mean 27.6%	Median 0%
Bonus Proportion	Male 22.4%	Female 24.9%
Bonus Gap	Mean 63.1%	Median 29.7%

PAY QUARTILES



ALL EMPLOYEES

PAY GAP

Pay Gap	Mean 84.8%	Median 0%
Bonus Proportion	Male 23.5%	Female 23.9%
Bonus Gap	Mean 92.9%	Median 34.3%

PAY QUARTILES

