

## Gender Pay Gap

Norwich City are committed to creating a home for everyone and achieving the Premier League Equality, Diversity and Inclusion Standard. Our work towards this includes reviewing our existing procedures and practices and adapting accordingly.

This report explains the club's statutory gender pay gap disclosure, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for any organisation with 250 or more employees.

The report shows the difference between the average hourly pay and bonus pay for all men and women employed by the club, regardless of role and seniority, in the snapshot period of April 2020.

Premier League football is a unique industry with some of the highest sporting salaries in the UK resulting in some distortion in the figures. To be able to provide more comparable numbers, where possible, we have published figures that exclude our football players.

## Results

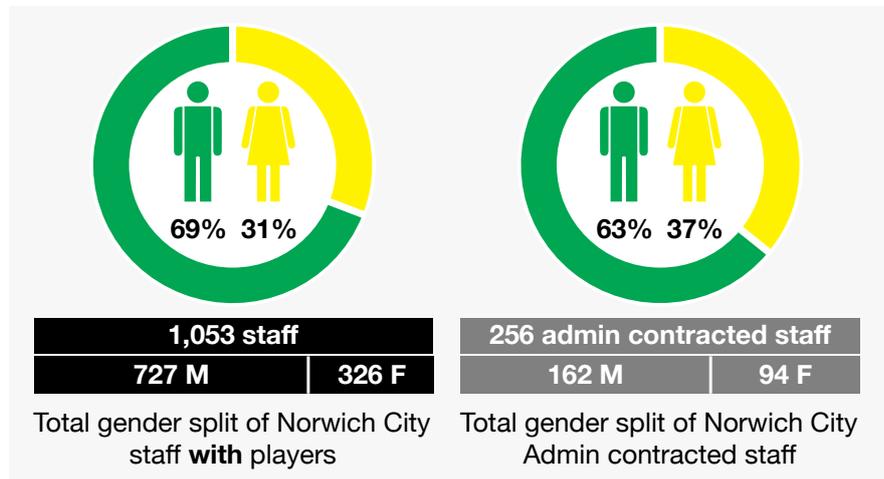
### 1053 staff

by employee type:

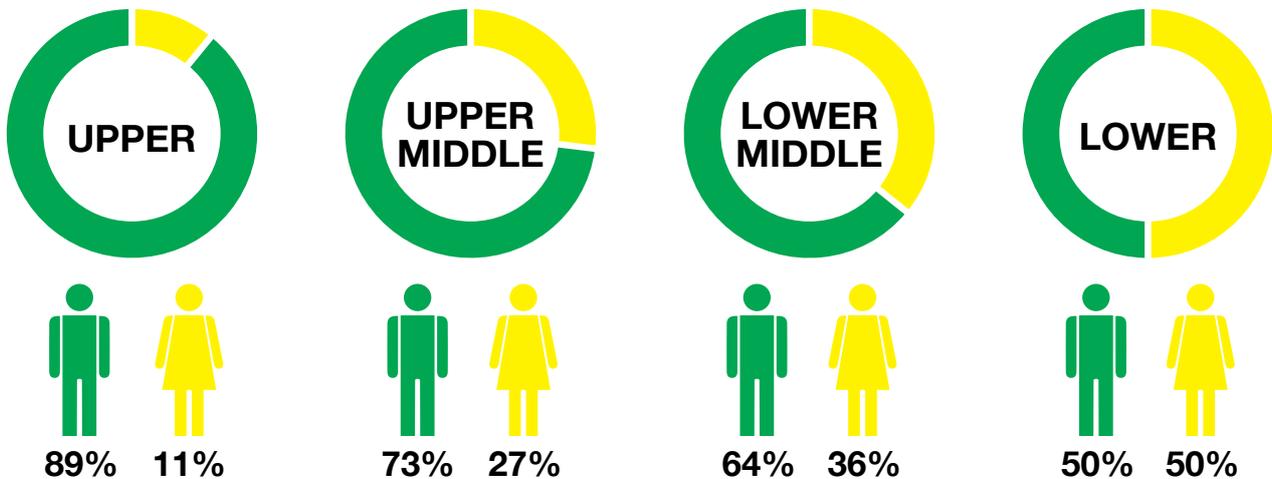
**256** Admin contracted staff

**719** Casual / zero hour staff

**78** Players



## Pay quartiles



Quartile numbers were taken at the snapshot period of April 2020 therefore exclude any employee on furlough and paid at 80%, but do include our football players.

**Definition:**

**Pay quartiles** - Quartiles refer to the division of data into four equal parts. Quartiles are calculated by listing all employees' earnings in order and splitting them into four even groups and calculating the proportion of men and women in each quartile.

## Difference in average hourly and bonus pay

The table below sets out the difference in average hourly pay between men and women across the club.

	Total staff	Total staff without players
Mean hourly pay gap	87%	52%
Median hourly pay gap	39%	-
Mean bonus pay gap	80%	47%
Median bonus pay gap	-1188%	-

Compared to last season (67%) our mean hourly pay gap is 87% as a result of competing in the Premier League and the higher proportion of males in upper quartile roles.

The median bonus pay gap reverses this trend (female £2,769 vs male £215). This is due to small seasonal bonuses paid to a high number of zero hour contracted staff who are largely a male cohort.

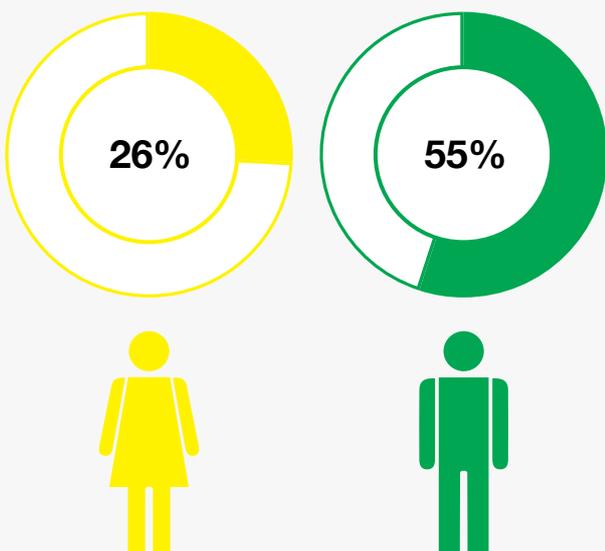
**Definition:**

**Mean:** The difference between the average hourly rate of pay (or bonus) for all men and all women.

**Median:** The difference between the middle rate of pay (or bonus) for all men and the middle rate of pay (or bonus) for all women, when hourly pay is ranked in order.

## Bonus pay

Percentage of total staff **with** players who received bonus pay



Percentage of total staff **without** players who received bonus pay

