



Gender Pay Gap

“Norwich City are committed to creating a Home for Everyone, a sustainably inclusive culture which celebrates diversity and champions equality. Part of this

process includes achieving the Premier League Equality, Diversity and Inclusion Standard (PLEDIS), and our work towards this includes reviewing our existing procedures and practices and adapting accordingly. Additionally, the club will develop an annual EDI Delivery Plan with short, medium and long-term goals; this report is informed by club EDI and Wellbeing data and will seek to identify and address areas of diversity and equality imbalance, including the Gender Pay Gap.”

- Zoe Ward

Executive director

This report illustrates 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 data relates to those paid by the club in the snapshot period of April 2021 and 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.

Football is a unique industry with some of the highest sporting salaries in the UK resulting in some distortion in the figures.

To address this imbalance and to provide more comparable numbers, where possible, we have published figures that exclude our football players.

Results

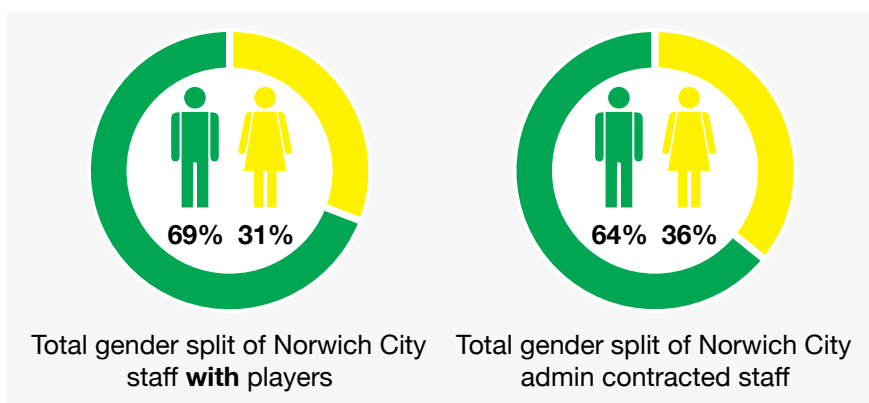
553 staff

by employee type:

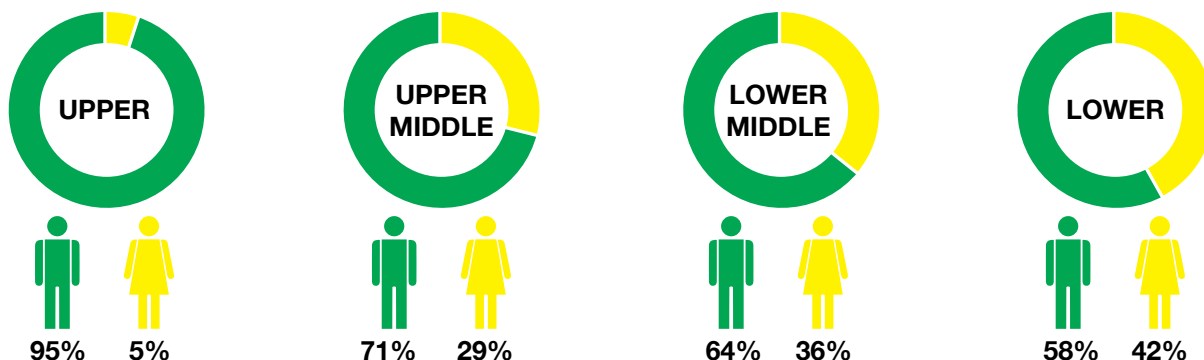
244 Admin contracted staff

237 Casual / zero hour staff

72 Players



Pay quartiles



Quartile numbers were taken at the snapshot period of April 2021 therefore exclude any employee on furlough and paid at 80%.

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	77%	34%
Median hourly pay gap	24%	-
Mean bonus pay gap	100%	100%
Median bonus pay gap	100%	-

Compared to last season (87%) our mean hourly pay gap is 77%. This is as a result of relegation to the Championship in 2020. No annual bonuses were paid during the season and the only bonuses earned during the period were cup and appearance bonuses for first team players, first team management cup bonuses and postponed bonuses being paid up. As these were all paid to men, the bonus pay gap is 100% and would be 100% no matter the values.

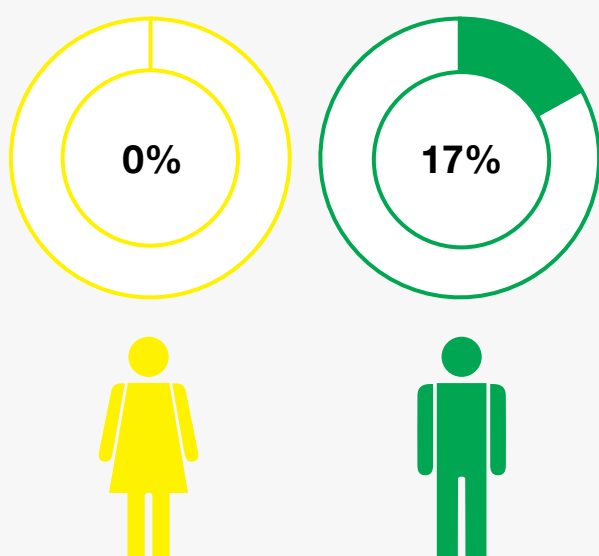
Definition:

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

