



Gender Pay Gap

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

our work we have now achieved the preliminary level of the Premier League Equality, Diversity and Inclusion standard and we are working towards the intermediate level. The Club has also employed an Inclusion Officer to support our work in this area. Through taking these actions we are seeing notable improvements and outcomes and we are pleased with the progress we are making. The Club continues to work through its EDI Delivery Plan which seeks to address areas of equality and inclusion imbalance, including the Gender Pay Gap.”

- Zoe Webber 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 2022 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.

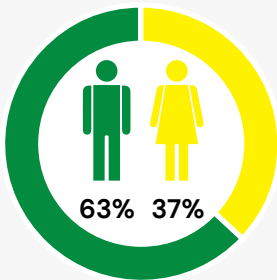
Results

1,006 staff by employee type

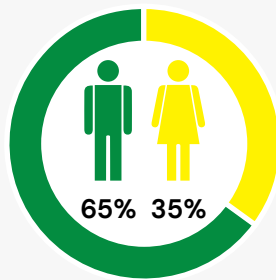
280 Admin contracted staff

651 Casual/zero hour staff

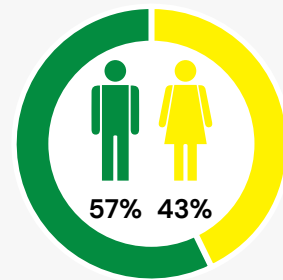
75 Players



Total gender split of Norwich City staff with players

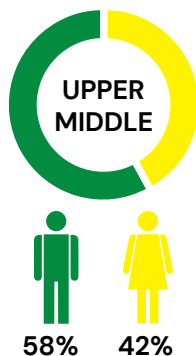
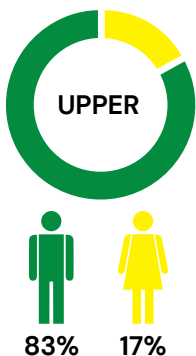


Total gender split of Norwich City admin contracted staff



Total gender split of Norwich City casual staff

Pay quartiles





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	83%	36%
Median hourly pay gap	9%	-
Mean bonus pay gap	82%	24%
Median bonus pay gap	23%	-

Due to the unique nature of the industry in which we operate, our mean hourly pay gap sits at 83%. Removing footballers from this brings our gap down to 36% as there is still a significantly higher proportion of males in top first team roles. Our median hourly pay gap has reduced significantly down to 9% (from 24%) due to the reinclusion of casual staff as they returned to work post-furlough. This year promotion bonuses were paid and this is reflected in our mean and median bonus pay gap.

Bonus pay



Definitions:

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.

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.