



## Gender Pay Gap

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

equality embedded in culture to support long-term meaningful change using our work towards narrowing the Gender Pay Gap as a key indicator of success in this area."

– **Zoe Webber**

Executive director

Through our continued development of inclusive working best practice, we strive to reflect the community which we serve in all aspects of diversity, including gender. This is demonstrated by the club's EDI infrastructure, including dedicated roles, strategy, and delivery plans, and reinforced by the club working towards the Intermediate level of the Premier League Equality, Diversity, and Inclusion Standard.

Revisions to existing internal processes that help identify talent and aid professional development have been completed; viewed through an inclusive lens, these processes now allow the club to align diversity gaps with development opportunities for under-represented groups, including women.

The club remains pleased with the progress we are making; rather than performative activations and short-term initiatives, we move towards a model of

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 2023 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

**1,108 staff**

by employee type

**305**

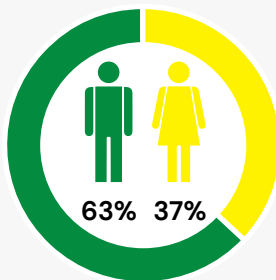
Admin/contracted staff

**738**

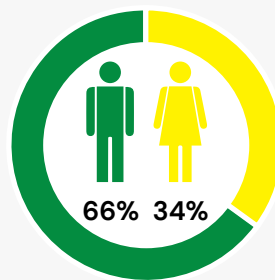
Casual/zero hour staff

**65**

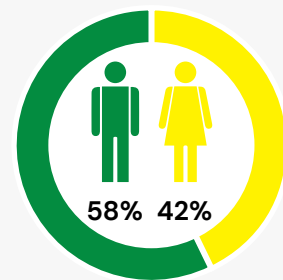
Players



Total gender split of Norwich City staff **with** players

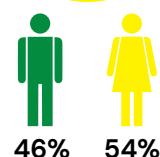
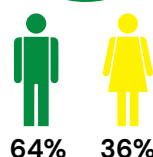
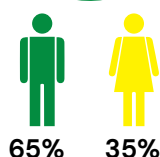
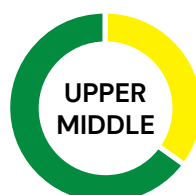
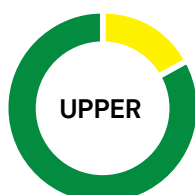


Total gender split of Norwich City **admin/contracted staff**



Total gender split of Norwich City **casual staff**

## Pay quartiles





## Difference in average hourly and bonus pay

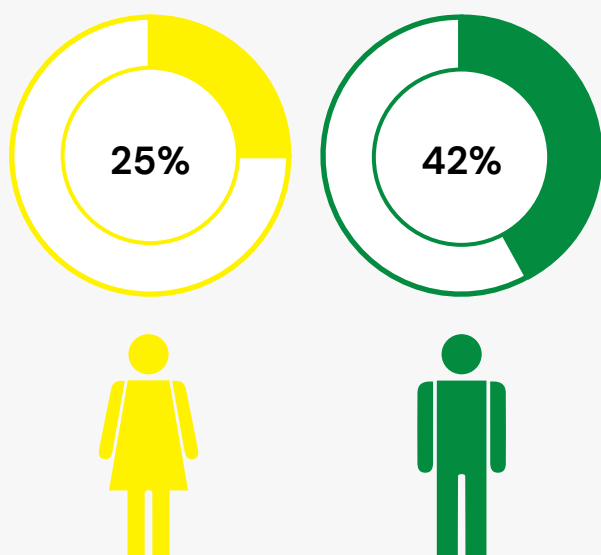
The table below sets out the difference in average hourly pay between men and women across the club.

	Total staff	Total staff without players
Mean hourly pay gap	62%	24%
Median hourly pay gap	7%	-
Mean bonus pay gap	78%	75%
Median bonus pay gap	-19%	-

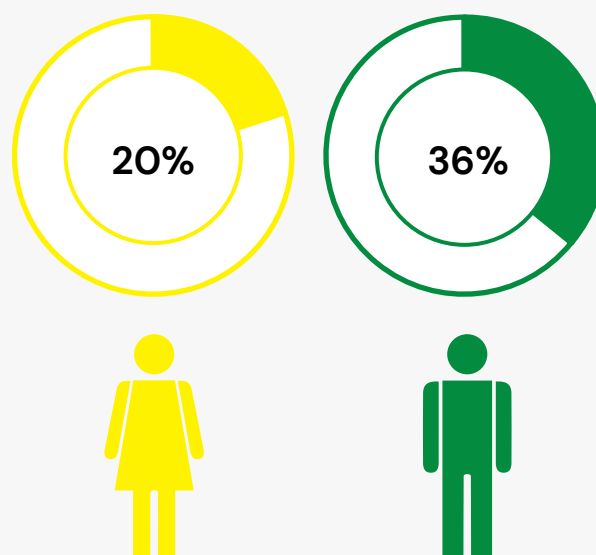
Our mean hourly pay gap has fallen to 62%, down from 83% last year. A significant gap still remains as there are a significantly higher proportion of males in our top first team roles. We recognise the unique nature of the industry we operate in, with our employed male footballers significantly contributing to the gap. Removing these roles brings our mean hourly pay gap down to 24% (down from 36% last year). Our median bonus pay gap sits at -19%, meaning the median bonus for females is higher than males. This is as a result of our casual stewarding population receiving a small bonus during the period, which is a predominantly male workforce.

## Bonus pay

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



Percentage of total staff **without** players who received 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.