



Gender Pay Gap

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

We understand that reducing the gender pay gap requires systemic change, not just short-term fixes. That's why our focus remains on long-term progress by embedding structural fairness.

The Club is clearly moving in the right direction; the median hourly pay gap has fallen from nine per cent in 2022, to seven per cent in 2023, and now just 3 per cent in 2024, and women's average pay has risen while men's has slightly decreased, suggesting more women are progressing into higher-paid roles.

While bonus pay disparities remain influenced by industry-specific factors such as player wages, we actively monitor representation across all pay quartiles and have seen a reduction in lower-paid female roles alongside an increase in men in the lowest pay quartile. This shift suggests our long-term approach is working, supporting fairer career progression for women.

We continue to develop inclusive recruitment, professional development, and career progression pathways to create meaningful change. The club's EDI framework, reinforced

by our work towards external accreditation with both the Premier League and the EFL, ensures these efforts are culturally embedded and not simply performative.

We are proud of our progress but remain committed to addressing the system, not just the symptoms, ensuring long-term equity across our workforce."

– **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 2024 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.

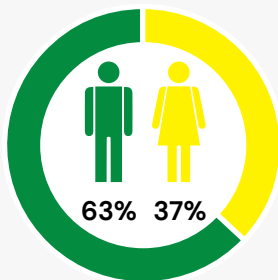
Results

1,160 staff
by employee type

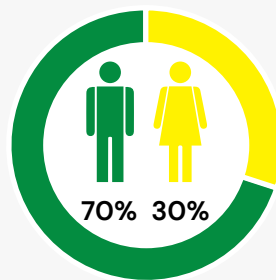
313
Admin/contracted staff

770
Casual/zero hour staff

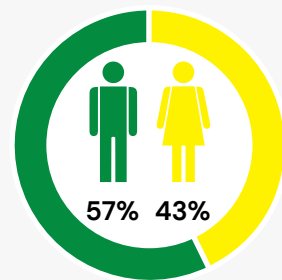
77
Players



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

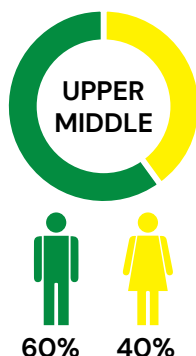
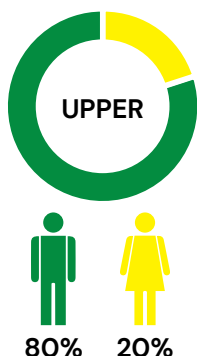


Total gender split of Norwich City **admin/contracted staff**



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.

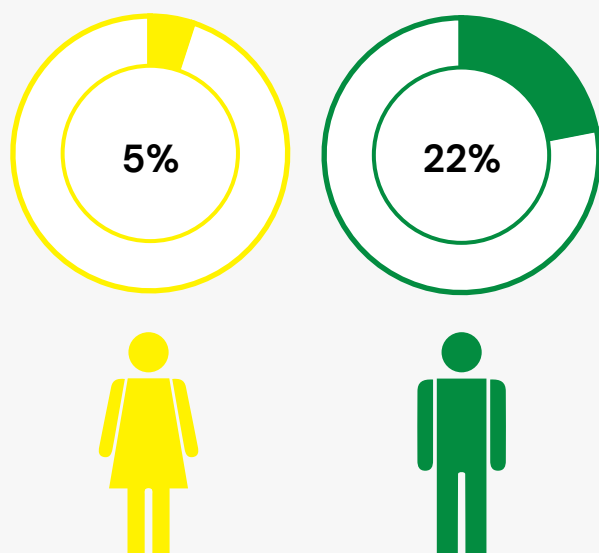
	Total staff	Total staff without players
Mean hourly pay gap	57%	18%
Median hourly pay gap	3%	-
Mean bonus pay gap	92%	-50%
Median bonus pay gap	60%	-

Our mean hourly pay gap has fallen to 57%, down from 62% 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.

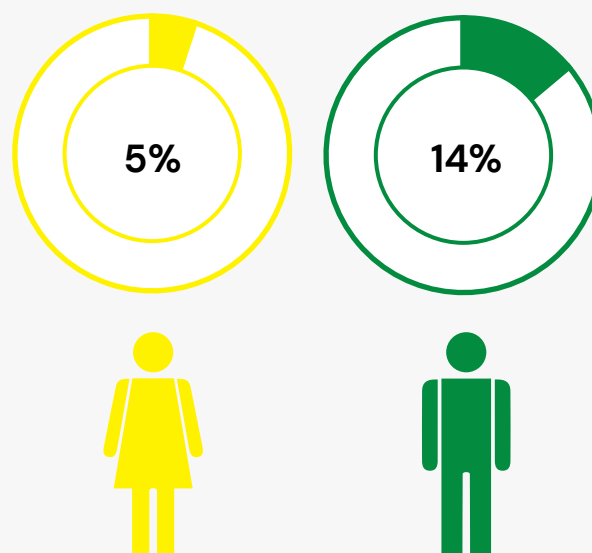
Removing these roles brings our mean hourly pay gap down to 18% (down from 24% last year). Our median bonus pay gap sits at 60%, meaning the median bonus for females less than males, but due to the limited sample size, this number is influenced by our stewards, who are predominantly male.

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.