



Gender Pay Gap



At Norwich City, we remain committed to creating a Home for Everyone, where inclusion is embedded in how people are recruited, developed, and supported to progress.

Reducing the gender pay gap remains a long-term priority, centred on addressing structural barriers, strengthening representation, and ensuring fair career pathways across the club.

This year's results demonstrate continued progress alongside areas requiring sustained attention. The median hourly pay gap has reduced further, and both men and women have seen increases in hourly pay. When footballers are excluded, the mean gap narrows significantly, reflecting improved balance across non-playing roles. However, when included, the overall gap remains influenced by the concentration of men in the highest-paid first team positions.

Bonus outcomes continue to fluctuate due to the limited number of eligible roles and differences in reward structures across departments. Structural

changes within areas such as stewarding have also influenced the overall dataset for this reporting period.

Encouragingly, we are seeing gradual shifts across the pay quartiles, with more balanced representation in the lower and middle bands. This suggests our work on inclusive recruitment, development, and progression is beginning to support fairer access to opportunity.

Our focus remains on sustained, systemic change. Through continued investment in our EDI framework, alignment with external accreditation, and action to improve representation in higher-paid roles, we aim to ensure fairness, opportunity, and inclusion across the club.

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 2025 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

1,103 staff

by employee type

304

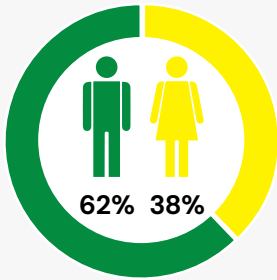
Admin/contracted staff

723

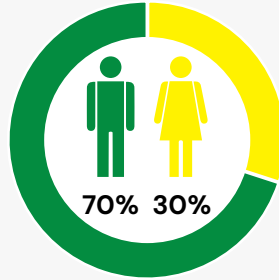
Casual/zero hour staff

76

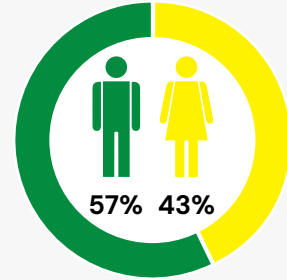
Players



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

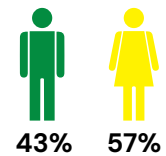
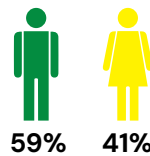
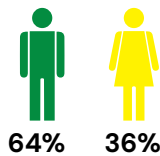
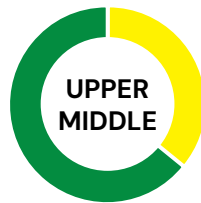
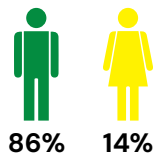
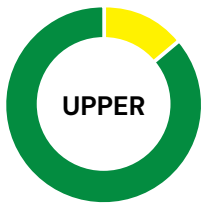


Total gender split of Norwich City **admin/contracted staff**



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.

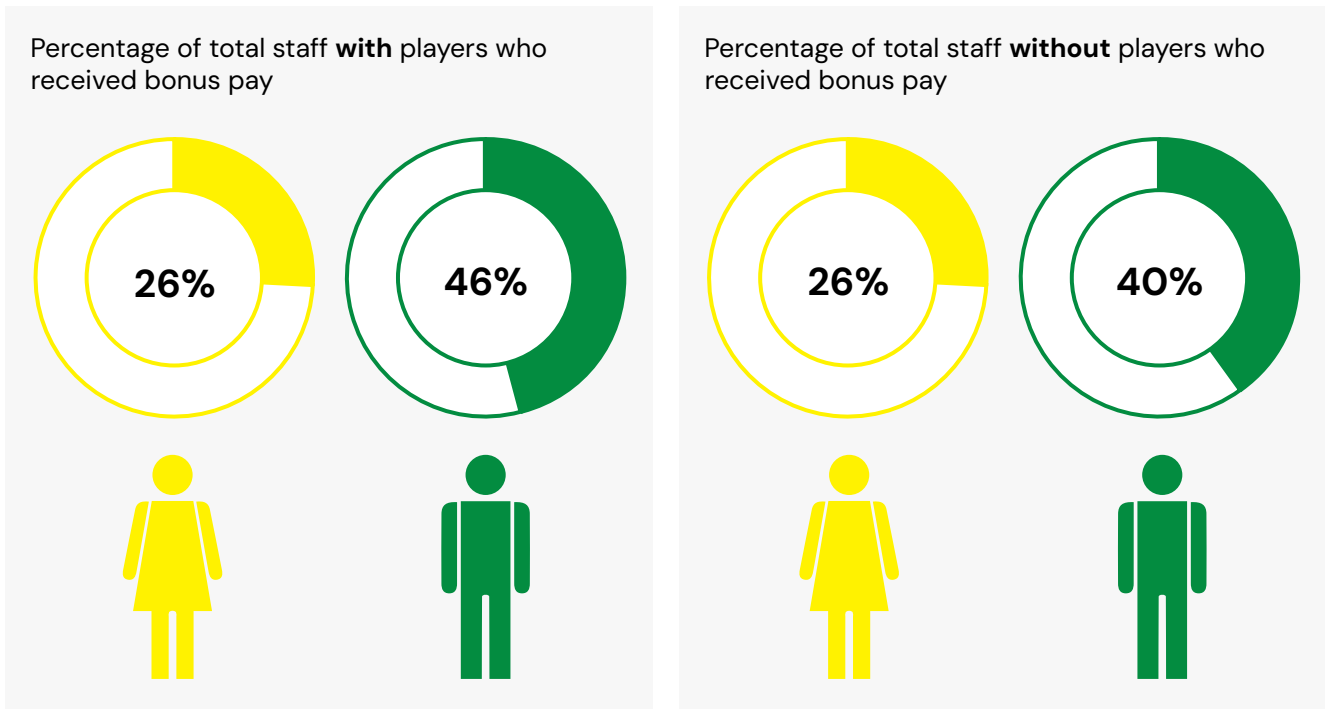
	Total staff	Total staff without players
Mean hourly pay gap	57.9%	20.9%
Median hourly pay gap	5.8%	-
Mean bonus pay gap	86%	33.4%
Median bonus pay gap	-14.1%	-



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



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.