

# GENDER PAY GAP REPORT



At Tottenham Hotspur Football Club, our aim is to ensure that all our staff are treated equally across every department and location, creating a positive working environment where everyone is treated with respect, where inequalities are not permitted, and individuals are supported to achieve their full potential.

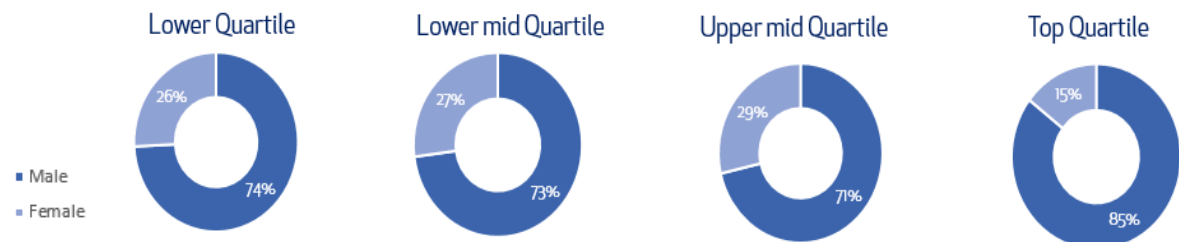
We welcome the gender pay gap reporting and the principles it sets out.

We are committed to ensuring that male and female employees are paid equally for equivalent work and conduct regular analysis to deliver this.

# OUR FIGURES



Mean and Median pay and bonus gap		
	Mean	Median
Gender Pay Gap	83%	3%
Gender Bonus Gap	90%	42%
Proportion of Relevant employees who received a bonus		
Male	32.35%	
Female	30.61%	
Difference	1.74%	



Due to our operational nature as a football club, our figures are, by definition, heavily influenced by the high salaries at the upper end of the overall pay range which correspond to the First Team players and coaching staff who are male. Notably, the Club’s median headline gender base pay gap is 3%, substantially smaller than the national average of 9.1%.

Given the unique period in the Club’s history, the expectation is that our figures will vary in the first three years of the Gender Pay reporting due to the transitional period of going from our final season at White Hart Lane, to using Wembley Stadium for a year and then finally moving into our first season in our new stadium.

This report has been independently produced and validated by CIPHR.

Donna-Maria Cullen  
Executive Director