

# 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 feels respected, where inequalities are not accepted, 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

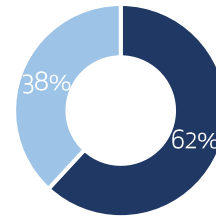


Figures (Including Players and Coaching Staff)		
Mean and Median pay and bonus gap		
	Mean	Median
Gender Pay Gap	79%	5%
Gender Bonus Gap	78%	14%
Proportion of Relevant employees who received a bonus		
Male	32.56%	
Female	25.12%	
Difference	7.44%	

Figures (excluding Players and Coaching Staff)		
Mean and Median pay and bonus gap		
	Mean	Median
Gender Pay Gap	22%	4%
Gender Bonus Gap	-18%	0%
Proportion of Relevant employees who received a bonus		
Male	29.39%	
Female	26.39%	
Difference	3%	

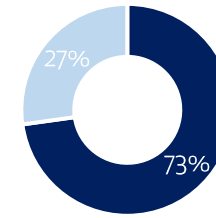
Lower Quartile

■ Males ■ Females



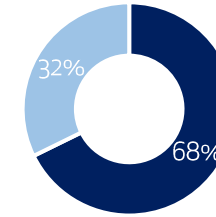
Lower Mid Quartile

■ Males ■ Females



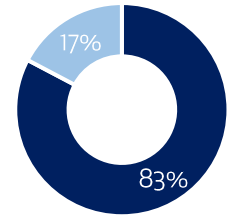
Upper Mid Quartile

■ Males ■ Females



Top Quartile

■ Males ■ Females



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.

The Club has been actively focusing on reducing its gender pay gap and over the past three years we have made positive steps in this direction. The number of females in senior roles at the Club has risen, resulting in a 4% increase in females in the top quartile.

In October 2020, we became a founding signatory of the FA's Football Leadership Diversity Code as we continue to strengthen our commitment to ED&I.

This report has been independently produced and validated by CIPHR.

Donna- Maria Cullen  
Executive Director