

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



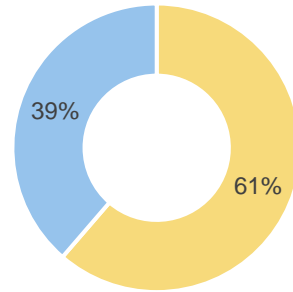
Mean and Median pay and bonus gap

	Mean	Median
Gender Pay Gap	33%	8%
Gender Bonus Gap	-19%	14%

Proportion of Relevant employees who received a bonus	
Male	36.64%
Female	35.19%
Difference	1.46%

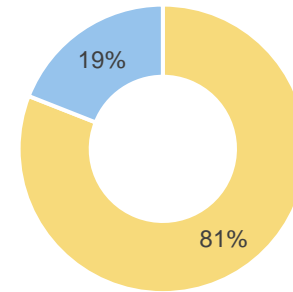
Lower Quartile

■ Male ■ Female



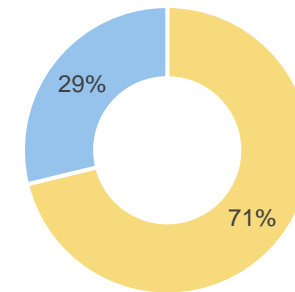
Lower Mid Quartile

■ Male ■ Female



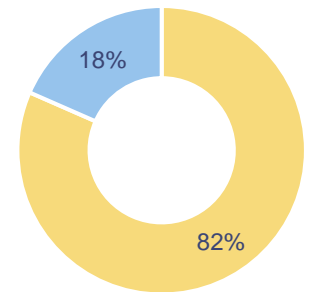
Upper Mid Quartile

■ Male ■ Female



Upper Quartile

■ Male ■ Female



Due to our operational nature as a football club, our Gender Pay Gap (GPG) figures are, by definition, heavily influenced by the high salaries at the upper end of the overall pay range which correspond to the male First Team players and coaching staff.

Our median GPG figure of 8%, compares to the 2022 national GPG median of 9.71%.

The Club ensures it appoints the right person for every job, based on merit, regardless of gender or any other protected characteristic. Women play key roles at the Club and are prominent on the board of directors, as well as in the medical, sports science, analysis, marketing, commercial, communications, human resources, safety, and ticketing departments, among others.

This report has been independently produced and validated by CIPHR.

Donna- Maria Cullen
Executive Director