

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.

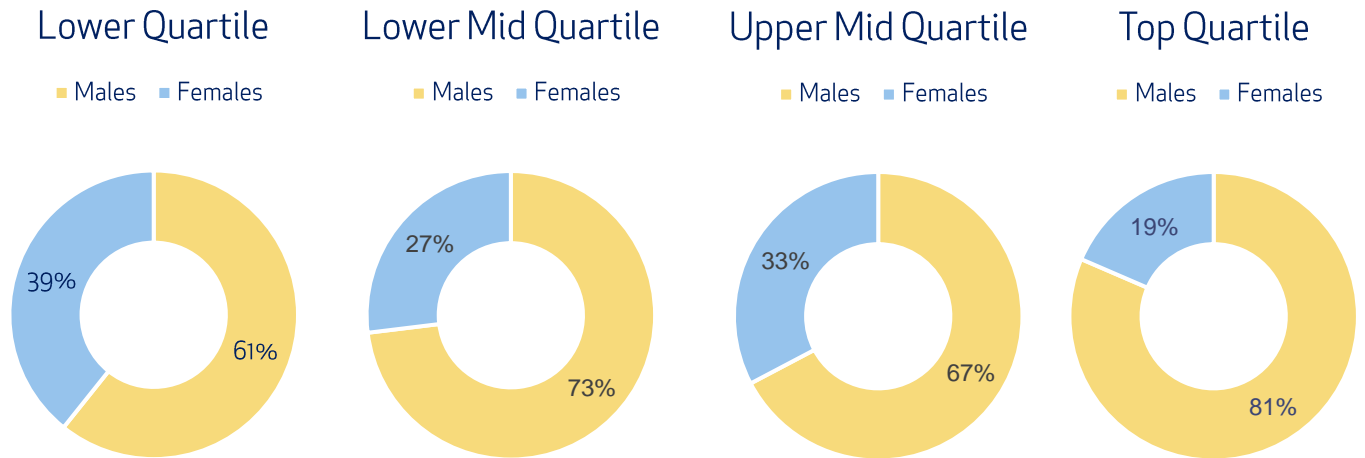
We welcome the gender pay gap reporting and the principles it sets out.

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	84%	10%
Gender Bonus Gap	99%	96%
Proportion of Relevant employees who received a bonus		
Male	9.17%	
Female	7.57%	
Difference	1.6%	



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 bonus data reflects a period of time during the Covid-19 global pandemic when only legally contracted bonuses were paid.

The Club ensures it appoints the right person for every job, 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, analysis, marketing, commercial, human resources, safety, and ticketing departments, among others.

This report has been independently produced and validated by CIPHR.

Donna- Maria Cullen
Executive Director