

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

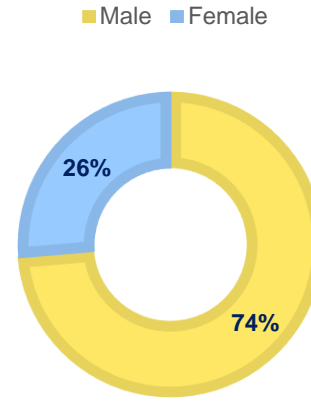


Mean and Median pay and bonus gap

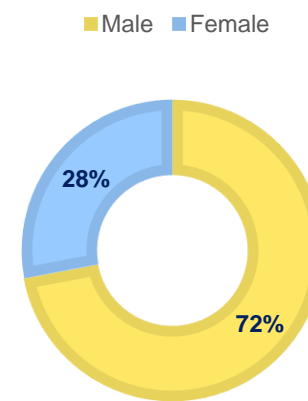
	Mean	Median
Gender Pay Gap	75%	-2%
Gender Bonus Gap	88%	44%

Proportion of Relevant employees who received a bonus	
Male	31%
Female	30.4%
Difference	0.6%

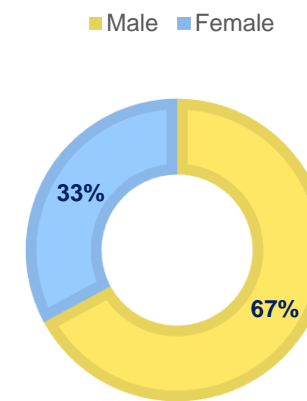
Lower Quartile



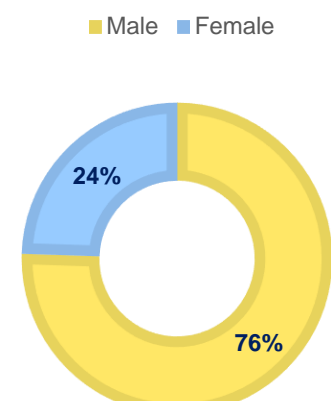
Lower mid Quartile



Upper mid Quartile



Top Quartile



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.

The Club ensures it appoints and promotes 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, and in senior positions across the Club, Women's Team, and our Foundation. This is reflected in the data with year-on-year increases in the percentage of women in our upper and mid-quartiles of pay.

This report has been independently produced and validated by CIPHR.

Donna- Maria Cullen
Executive Director