

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.

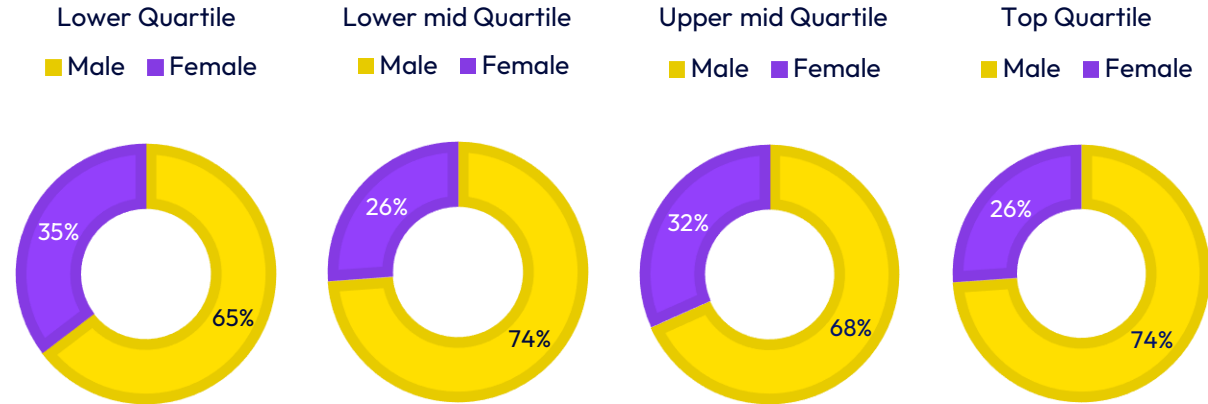
We are committed to ensuring that male and female employees are paid equally for equivalent work and conduct regular analysis to deliver this.



GENDER PAY GAP REPORT

OUR FIGURES

Mean and Median Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	72%	1%
Gender Bonus Gap	90%	23%
Proportion of Relevant Employees who received a bonus		
Male	32.8%	
Female	30.6%	
Difference	2.2%	



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 the year-on-year increase in the percentage of women in our top quartile of pay.

Donna-Maria Cullen
Executive Director

