



# Gender Pay Gap Information 2025

At Leicester City Football Club, we recognise the disparities and inequalities affecting women in employment, both within our organisation and across the wider industry. Considering this, we remain committed to creating a more inclusive environment and through reporting our gender pay gap data, we aim to use these insights to inform meaningful action and continue developing a more inclusive culture across the Club.

# WOMEN'S HOURLY RATE IS

20.4% LOWER (mean)



2.12% LOWER (median)



The median (average) hourly pay gap is in favour of men at 2.12%, due to the higher wages associated with the Men's First Team Coaching staff. This is down from the previous year where the median percentage was 6.81%. The UK average for all employees is 13.1%, as of April 2024.

# WOMEN'S BONUS PAY IS

96.29% LOWER (mean)



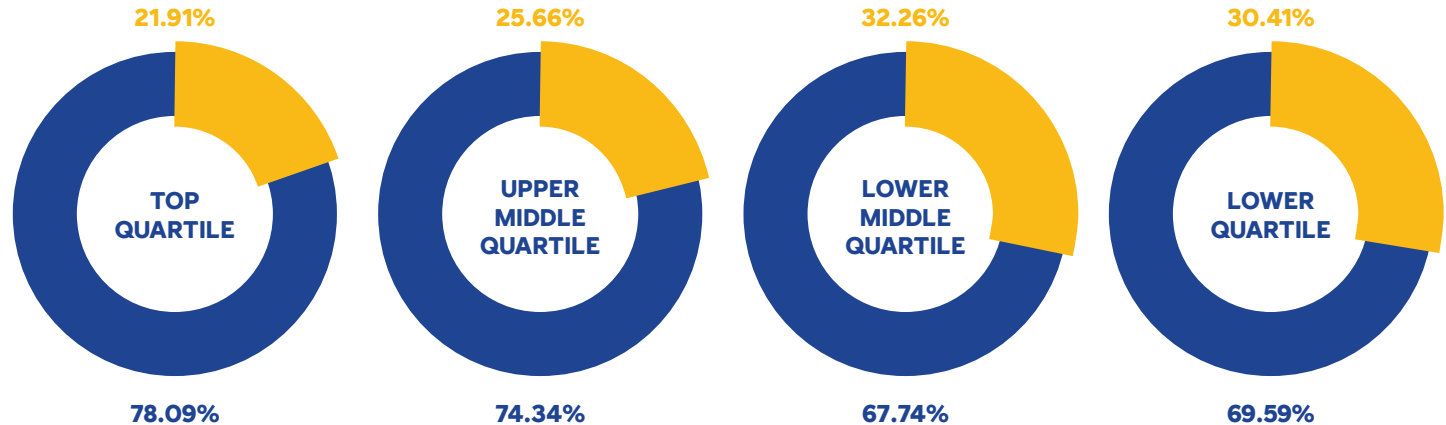
97.71% LOWER (median)



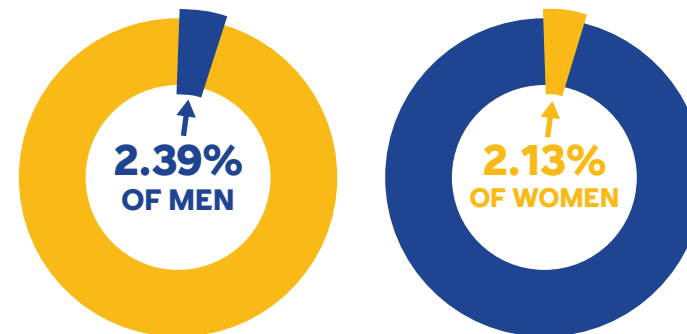
# PAY QUARTILES

The number of men and women in each quartile of the employers payroll.

● Men ● Women



# WHO RECEIVED BONUS PAY



As a Club, we recognise that there is still much more to do to close the gap. We have started taking meaningful steps to champion women across the Club, with a focus on creating safe spaces for women to share their stories and building allyship across the workforce. Below are a couple of examples from 2025.

## **Women's Employee Network Group**

We launched our Women's Employee Network Group, EmpowHer, as part of our ongoing commitment to supporting and championing female colleagues across the workplace. The group is a safe and supportive space to connect, share experiences and successes, while also navigating workplace challenges together.

It brings women and allies from across the club together through facilitated discussions and expert-led activities, helping to create a culture of support, informal mentoring and allyship.

## **Lunch & Learn Workshop**

On International Women's Day, staff from LCFC Women came together during a Lunch & Learn workshop to share and reflect on the successes achieved by women within the industry, as well as the challenges they continue to face.

The discussion focused on identifying practical ways to better support, champion and empower women across all areas of the game.



The Club recognises that men and women receive equal pay for comparable roles. Our gender pay gap is driven by the distribution of men and women across the workforce, with women currently underrepresented overall and particularly within higher-paid roles.

The Club acknowledges that improving workforce representation, especially at senior levels, is a long-term challenge. However, we remain committed to reviewing our recruitment, development and progression practices to support improved and sustainable representation overall.

The Club confirms that the information reported is accurate and complies with statutory requirements.

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**CEO - Kevin Davies**