



# GENDER PAY GAP REPORT 2026



At Leeds United Football Club, our focus has been on embedding equality, diversity and inclusion across all areas of our operation. Through our All Leeds Aren't We campaign, we have strategically focused on increasing the representation of women in the workforce, celebrating the diversity of our staff and supporting their mental health and wellbeing. We are proud to have achieved the Premier League intermediate Equality Standard and the club has a zero-tolerance approach to any form of discrimination.

In line with government regulations, our gender pay gap results have been calculated based on the club's payroll data from the snapshot date of 5 April 2025. As with the

majority of professional teams competing within the Premier League, the disproportionate salaries and bonuses paid to the men's first team playing and coaching staff significantly contributes within the gender pay data of the club.

Our data contains information relating to a wide range of duties, ranging from professional first-team players through to casual match day staff. We are proud that we have several women in senior roles within club and we will continue to ensure we employ the best person for each role, regardless of gender. We firmly believe in promoting equality throughout our club.

To help do this, we have appointed a full-time Equality, Diversity and Inclusion Lead, supporting both the club and Leeds United Foundation, to ensure best practice and to aid us in continuing to achieve the Premier League Equality Standard. We have taken steps to enhance our maternity policies, along with both improving and introducing family-friendly policies to support our employees including adoption leave, flexible working, carers leave, parental leave and neonatal care leave. The club offers learning and development opportunities for all employees. As a result of these efforts and commitments, Leeds United has also been inducted and certified as a Great Place To Work.

On top of this, our Academy has worked with Beyond Equality on exploring masculinities and gendered stereotypes, healthy relationships and consent, and creating supportive team environments. The Leeds United

Foundation works with women and girls to encourage further development and opportunities in football. We also support gender equality initiatives and campaigns such as International Women's Day, White Ribbon, Beyond Equality and Her Game Too.

Going forwards, we are embarking on a journey to become White Ribbon accredited employers to create an environment where female staff and players feel safe. This work will include training for employees, activations on a matchday and a three-year action plan. We are also committed to supporting female talent development through initiatives including Women in Football Leadership.

The club's People Team will also conduct salary benchmarking and job evaluation exercises to ensure that all staff are paid fairly for the role that they undertake, partnering with Korn Ferry for job evaluation, using The Hay Method which is a pay equity compliant and gender-neutral evaluation system. With the exclusion of players, the overall aim is to reduce the mean gender pay gap.

As you can see from what has been outlined, Leeds United takes its responsibilities in this area seriously. We are committed to having an inclusive and diverse workforce. Football is and should be for everyone.

Robbie Evans  
Managing Director



# INCLUDING PLAYERS

THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 1



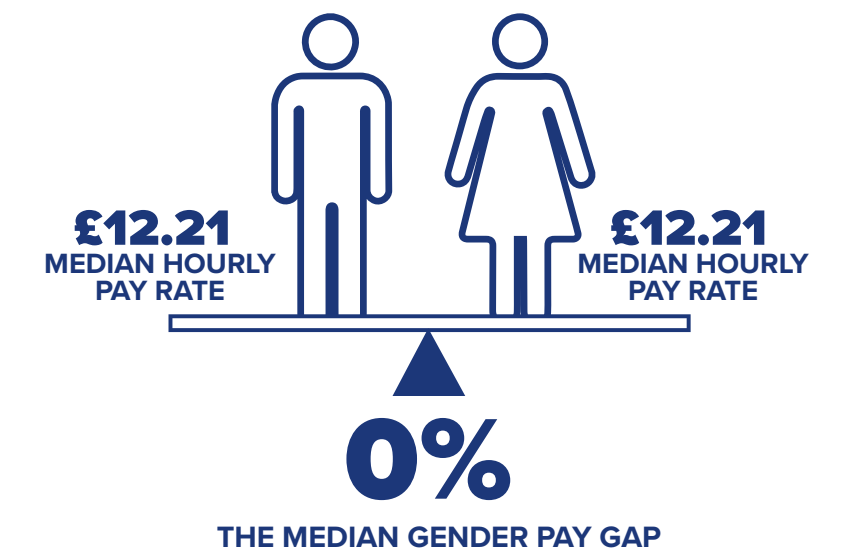
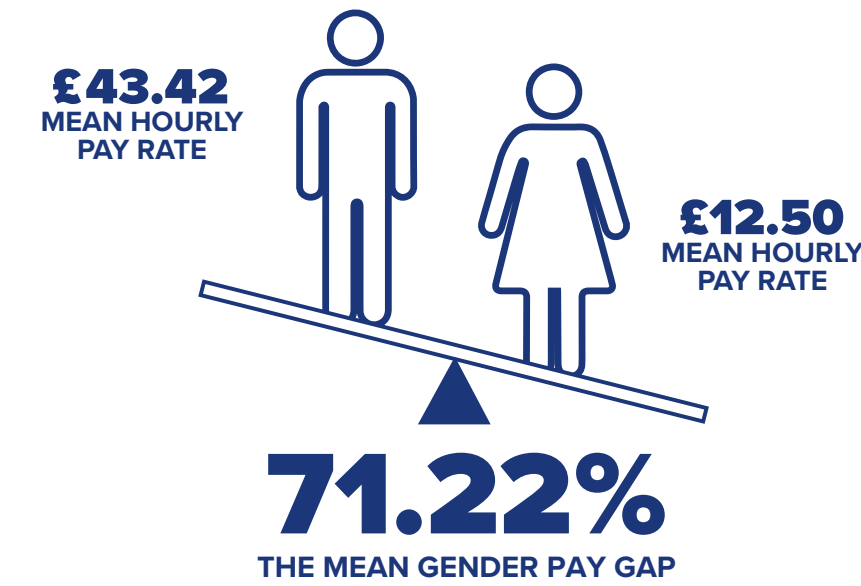
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 2



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 3



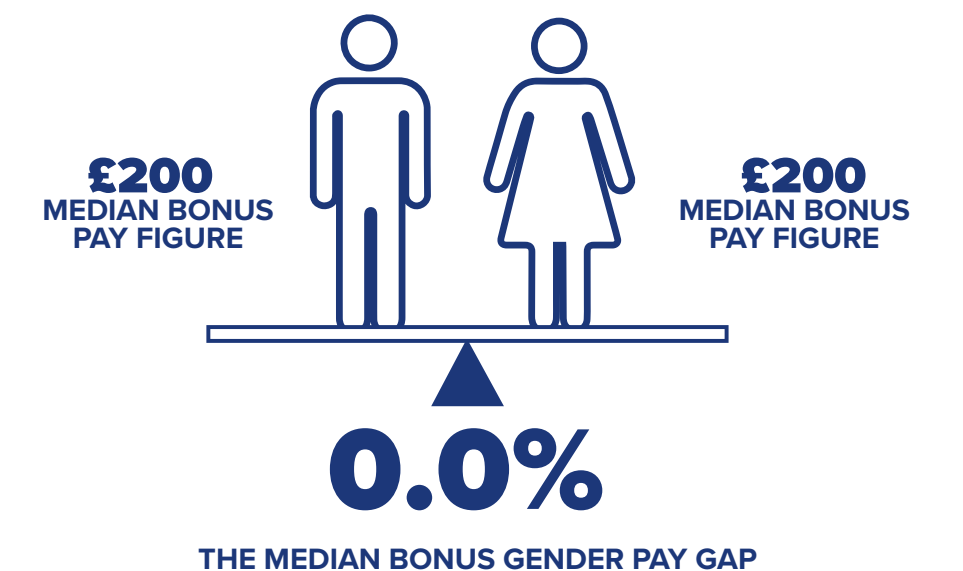
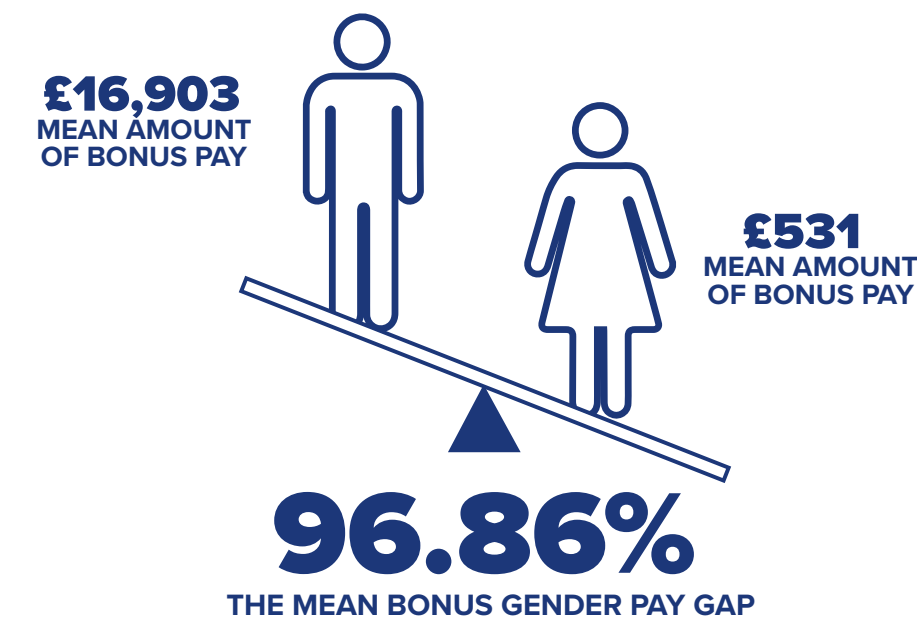
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 4



PROPORTION OF MALES WHO GOT BONUS PAYMENTS **39.42%**



PROPORTION OF FEMALES WHO GOT BONUS PAYMENTS **25.48%**





# NOT INCLUDING PLAYERS

THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 1



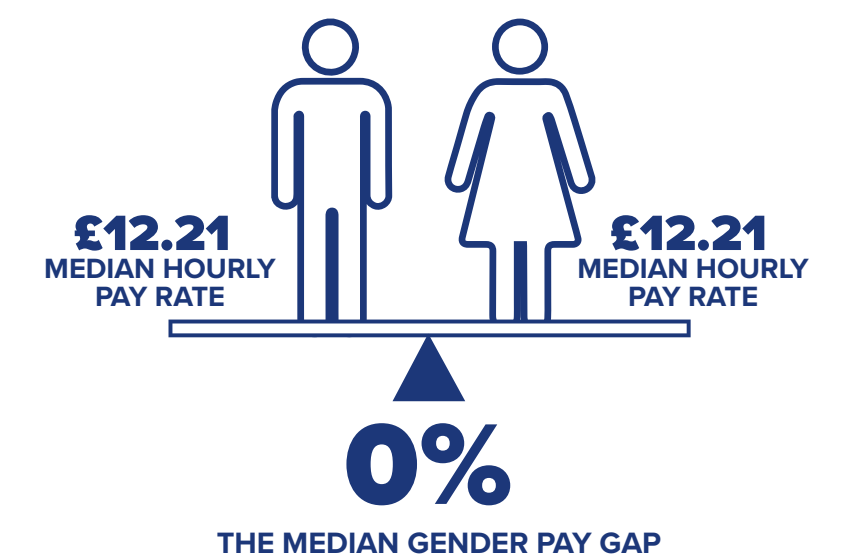
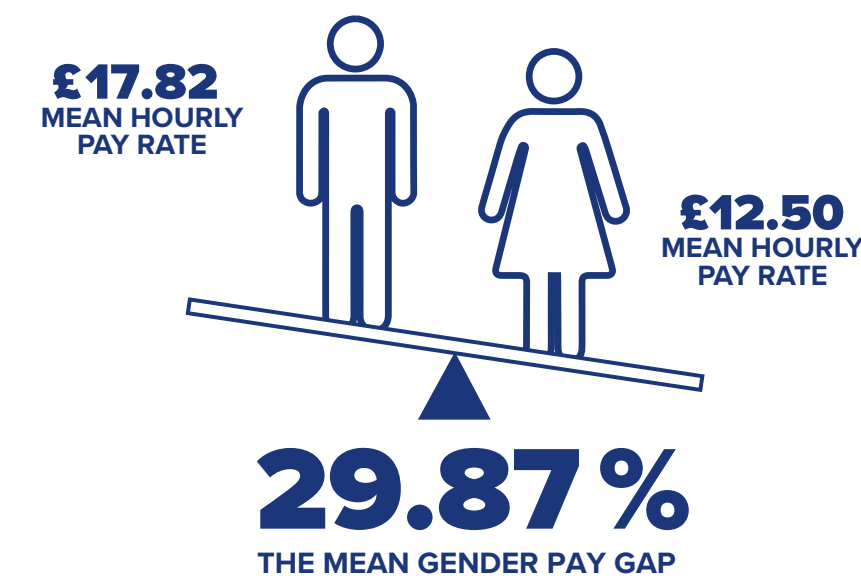
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 2



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 3



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND 4



PROPORTION OF  
MALES WHO GOT  
BONUS PAYMENTS **39.29%**



PROPORTION OF  
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