



# **GENDER PAY REPORT**

2025

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# Our Commitment

At Manchester United, we are committed to building a diverse and inclusive workforce, where everyone feels welcome and able to belong.

We want every colleague who works at our club to feel encouraged, enabled and empowered to reach their full potential – with their contributions recognised and rewarded fairly.

We also recognise the important role the club plays in growing the women's game — from our Foundation programmes to our pathways into the professional teams.

We remain fully committed to our Premier League and FA responsibilities and we continue to work closely with governing bodies to publish our data, demonstrating transparency, and advocating for progress across the game.

Looking ahead, at the start of the 2026/27 season we will relaunch All Red All Equal, with a renewed focus on women in sport. This will be a major strand of our strategy, aimed at connecting, developing, and empowering every woman at Manchester United.

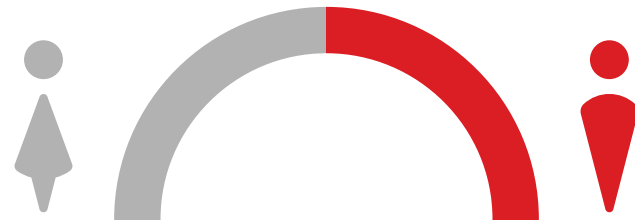
Over the past 12 months, we have continued to champion gender equity through our #alredallequal campaign, both inside the club and across our wider community. This has included:

- Improving the matchday experience at our women's games working closely with our dedicated Fans' Forum working group.
- Launching our "Women in Leadership" apprenticeship programme.
- Working with partners such as Estée Lauder, to create meaningful networking opportunities.
- Relaunching our internal women's groups, alongside five other inclusion networks.
- Supporting campaigns with Greater Manchester Police to help end violence against women and girls.
- Promoting our social media code of conduct encouraging fans and colleagues to report all forms of discrimination online.
- Mandatory EDI training module for all colleagues
- Inclusive Communication training for all those producing content
- Mentoring scheme to support the development of our people
- Inclusive recruitment training for all hiring managers



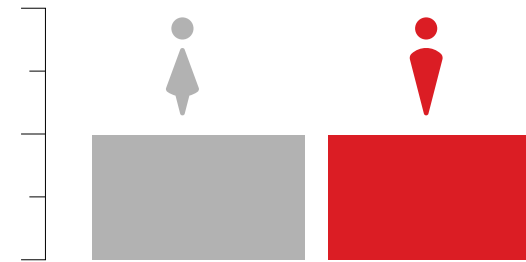
# What is the Gender Pay Gap?

## Gender Pay Gap



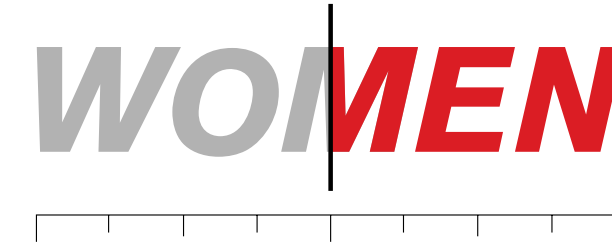
The gender pay gap measures the difference between men and women's earnings across the club by expressing women's pay as a percentage of men's pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

## Mean Pay Gap



The mean gender pay gap is the difference in average hourly pay for women compared to men.

## Median Pay Gap



The median gender pay gap compares the hourly rate of the middle woman compared to the middle man when pay is set out from the highest to the lowest point.

NB: At Manchester United, we recognise that gender doesn't always refer to male or female. For the purpose of the Gender Pay Gap Report, the results have been calculated in the manner required and outlined by the regulations, which focuses solely on males and females.



# 2025 Gender Pay Gap Results

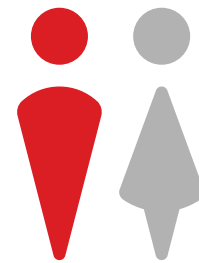
Manchester United in the UK is made up of various trading entities. The regulations require businesses with 250 or more employees to report their Gender Pay Gap. For 2025, only Manchester United Football Club Limited was in scope of this requirement, therefore the results below do not include Manchester United Women's Football Club Limited, MU RAML Ltd, MUTV Ltd or Manchester United Foundation.

**Mean Hourly Pay**



73.9%

**Median Hourly Pay**



13.5%

**Mean Bonus Payment**



58%

**Median Bonus Payment**



-19.7%

NB: A negative number indicates that women on average earn more than men



# 2025 Gender Pay Gap Results

## Who Receives a Bonus?

All directly employed staff are eligible to receive an annual bonus based on their individual performance and also certain casual match day workers receive bonuses, albeit this forms a smaller part of overall remuneration.



59%



58%

## Pay Quartiles

Our workforce composition is made up of more men than women. Our pay quartiles reflect that this is distributed across all levels of our organisation and not just concentrated at senior levels.

We stride towards a balance through our recruitment process and in ensuring the development and progress of women across the club.



# 2025 Gender Pay Gap Results *(Excluding Players)*

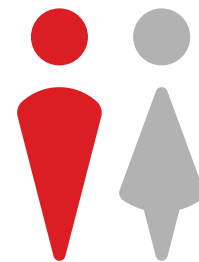
Due to how our business is structured, we are required to include data related to our professional players, football management and coaching staff in our 2025 results. However we have decided to provide a second set of results which do not include our professional players, giving an alternative picture of our workforce.

**Mean Hourly Pay**



21.1%

**Median Hourly Pay**



7%

**Mean Bonus Payment**



-18.9%

**Median Bonus Payment**



-21%

NB: A negative number indicates that women on average earn more than men



# Inclusion at Manchester United

Manchester United has a long and proud history of championing equality, diversity and inclusion. Through our #allredallequal initiative, we continue to evolve this work and ensure that inclusion is embedded into everything we do — both across the club and within our communities.

Across the club we work closely with the Premier League and FA on a wide range of inclusion projects and are proud to have Advanced Level accreditation as part of the Premier League Equality, Diversity and Equity Standard.

We remain committed to listening to and working with our fans and supporters' clubs, valuing their feedback and partnering with them to drive meaningful change. This includes new Fans' Forum working groups on inclusion & accessibility and fan experience.

In terms of focus for the 2026/27 season, we will deliver a series of highimpact equality campaigns focusing on:

- Mental health
- LGBTQ+ inclusion
- Women in sport
- Men's health
- Anti-racism
- Accessibility

These themes will shape our activity and help us champion inclusion across the club and the wider game.

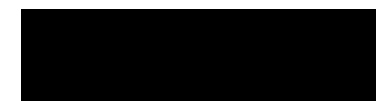
## All Red All Equal

#allredallequal is Manchester United's promise to champion equality, diversity and inclusion.

It celebrates individuality, accepting people for who they are, and embracing the differences that make our club — and our world — more vibrant and exciting.

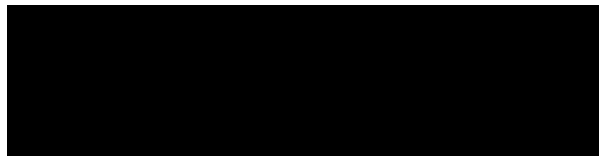
The 2026/27 season will see the relaunch of #allredallequal, restating our commitment to being an inclusive and welcoming club for all.

As a club with a platform and a voice, we take this responsibility seriously and remain dedicated to driving meaningful, positive change across all key areas of equality.



#allredallequal





**#allredallequal**