



Gender Pay Report

2024

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Introduction

At the Premier League, we are committed to creating a workforce that reflects the diversity of our industry and communities, and strive to provide a diverse and inclusive environment where all our staff can progress.

This is the second time the Premier League has published a Gender Pay Report and it is based on a snapshot date of 5 April 2024. The report identifies that the overall pay gap has reduced since 2023, but that a disparity remains. This gap can primarily be explained by our current staff composition: we have more men than women in the most senior executive roles in the organisation.

While recognising more work is required, I am pleased to see the data is moving in the right direction and we are making progress through our wide-ranging work to improve female representation more broadly. We have met three of our four female workforce diversity targets for 2026

already and will regularly review these targets to ensure they align with our ambitions. Our efforts are helping to narrow the gender pay gap and we expect this trend to continue as the positive work in this area progresses.

We acknowledge further change will take time and have a series of initiatives in place as we aim to attract, retain and develop more women in senior positions. We are committed to providing an environment where women can achieve their career ambitions and I am confident the measures we have in place will drive continuous progress in the years ahead.

I confirm that the Premier League Gender Pay Report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Richard Masters
Premier League Chief Executive



“I am confident the measures we have in place will drive continuous progress.”

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Premier League Chief Executive

How the gender pay gap is calculated

The law requires any company with more than 250 employees to publish its gender pay gap in accordance with the Equality Act 2010.

The Premier League's gender pay gap assessment was completed by EY, based on the relevant Premier League employee population at the snapshot date of 5 April 2024.

This is the second time the Premier League has published a Gender Pay Report. The report presents the results on the mean and median pay and bonus differences between male and female employees.

[Gender Pay Report 2023](#) ↗

Mean pay gap

The mean pay gap is the difference between the average hourly earnings of men and women. It is calculated using the following steps:

1. Add together the hourly pay of all relevant men and divide the figure by the number of men. This provides the mean (average) hourly pay for men.
2. Repeat this for all relevant women. This provides the mean (average) hourly pay for women.
3. Take the mean (average) hourly pay for men and subtract the mean (average) hourly pay for women.
4. Divide the result by the mean (average) hourly pay for men.
5. Multiply the result by 100.

This provides the mean (average) gender pay gap in hourly pay as a percentage of men's pay.

Median pay gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It is calculated using the following steps:

1. Sort all men in order of their hourly pay, with the lowest paid first and the highest paid last. Identify the man in the middle of the list and write down his hourly pay. This figure is the median hourly pay for men.
2. Repeat this for all women. This figure is the median hourly pay for women.
3. Take the median hourly pay for men and subtract the median hourly pay for women.
4. Divide the result by the median hourly pay for men.
5. Multiply the result by 100.

This provides the median gender pay gap in hourly pay as a percentage of men's pay.

Gender pay gap vs equal pay



The gender pay gap reflects the difference in average pay between men and women.

It does not consider workforce composition or job roles, nor do gender pay gap figures reflect equal pay. Equal pay refers to the differences between men and women in the same roles carrying out equal work (rated by job role or level).

The Premier League is committed to ensuring all staff are paid fairly for the same role and regularly reviews reward practices.

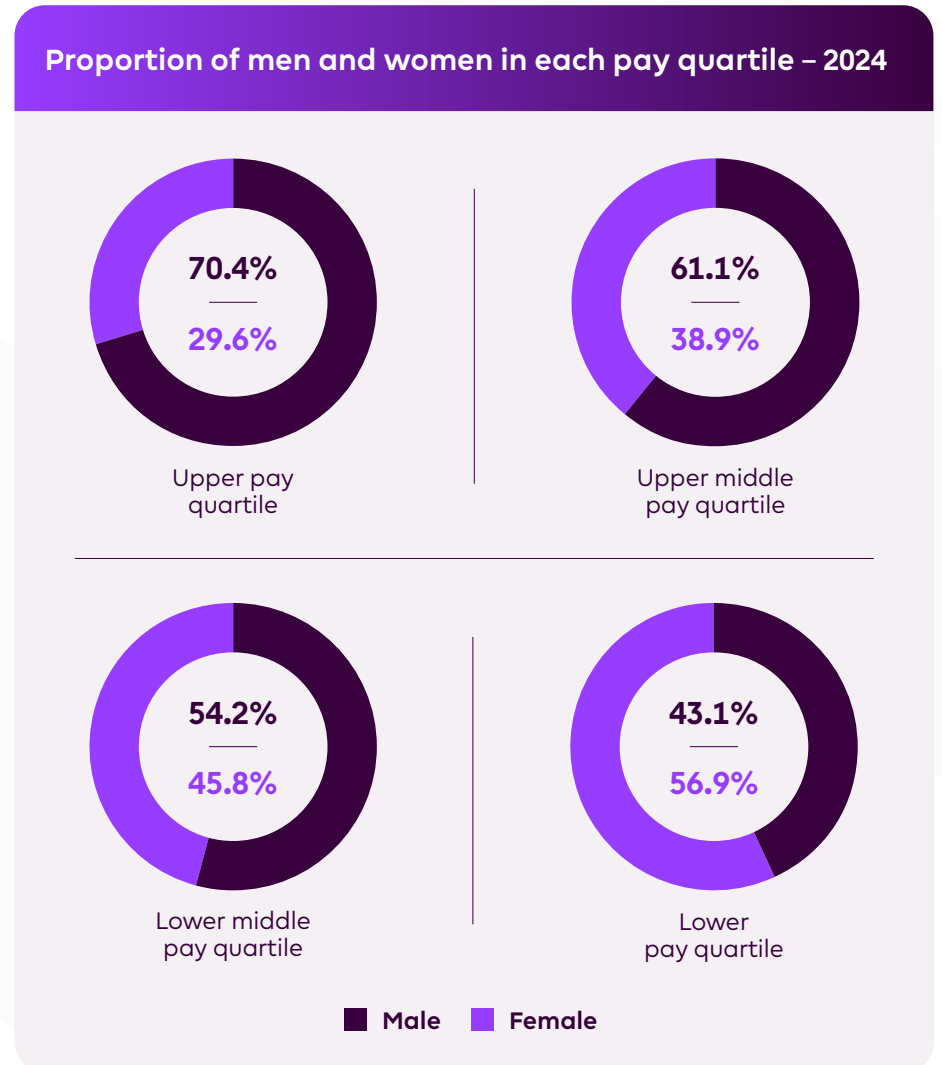
An equal pay assessment was last completed at the Premier League by EY in 2022. The results concluded there was no equal pay issue across individual roles and job levels in the business. Another assessment will take place in Season 2025/26.

2024 results

Reportable information

Gender pay metric	2023	2024	Change
Mean (average) hourly pay difference between men and women	28.2%	24.9%	-3.3% ↓
Median (middle) hourly pay difference between men and women	19.8%	19.4%	-0.4% ↓
Mean (average) bonus gap	73.5%	65.5%	-8% ↓
Median (middle) bonus gap	14.0%	20.0%	+6% ↑
Proportion of men who received a bonus payment	90.7%	92.2%	+1.5%
Proportion of women who received a bonus payment	86.5%	90.8%	+4.3%

While the average (mean) bonus gap has reduced, there was a change between this and the median bonus gap from 2023 to 2024. This can be explained by the lack of female representation on the Executive Leadership Team (only two women currently hold positions) and the payment schedule of bonuses in the reporting period.



Analysis:

What does this tell us?

The 2024 report illustrates that the overall pay gap is decreasing, but that there remains work to be done to further reduce the difference in both the mean and median pay and bonuses of male and female employees.

The gender gap in pay and bonus levels can primarily be attributed to the workforce composition.

There is an imbalance of male and female staff at the most senior levels of the organisation which significantly impacts the 2024 pay and bonus gaps.

While a similar percentage of male and female staff received bonus payments (92.2 per cent and 90.8 per cent respectively), mean and median bonuses remain higher for men. This is reflective of the greater number of men than women in senior executive roles, and the bonus payment structure.

With work continuing to address this gap, the League has made further progress in meeting its long-term workforce diversity targets (see table). Three of the League’s four female representation aims have been met at the date of publication, more than a year ahead of the target date (July 2026).

Company-wide, the League now employs 45.3 per cent female staff and we are making progress in this area. There has been a growth in the number of women moving into Head and Director posts within the organisation, with more than a third of those roles now filled by women. This progress has been driven by a number of proactive measures, including mentoring, coaching, professional skills and leadership courses.

The Premier League recognises more needs to be done to further reduce the pay gap, and remains committed to continuing to improve female representation at senior levels of the organisation. We continue to strive to greater diversify our workforce, improve gender balance at all levels and ensure staff can realise their career goals. This includes a broad range of initiatives to drive progress, which are explained on [page 8](#).

Female staff data and targets

Level	February 2021	February 2025	July 2026 target	July 2031 target
Board	0%	2 Board members (40%)	2 Board members	40%
Executive Leadership Team	2 ELT members (22%)	2 ELT members (22%)	3 ELT members	40%
Directors and Heads	22%	33.7%	33%	45%
Company-wide	37%	45.3%	42%	50%

How are we addressing our pay and bonus gaps?

The Premier League continues to build on work undertaken in the past 12 months to address our gender pay gap, as part of our commitment to developing a diverse workforce with clear career pathways for all staff.

The League has established programmes and policies in place to help promote equal opportunity and improve access to career pathways.

Workplace policies



The Premier League has a range of staff policies that help to create a supportive environment for women. These include a menopause policy, generous family leave, return to work coaching for maternity leavers and women’s health sessions.

We continue to promote and encourage the Premier League’s flexible working policy, allowing staff to commit to full-time work without jeopardising family or caring commitments. We actively support flexible working structures and have specific arrangements in place with the individuals who need them.

Where possible, we seek to regularly benchmark our progress and will continue to review ways to increase female representation at the most senior level of the organisation, including a focus on recruitment and the development of internal and external female talent pools.

Professional development



The League delivers targeted development opportunities for female staff – including mentoring, coaching, and professional skills and leadership courses. These are supported by external providers and assist women in progressing to senior roles.

The League’s long-standing partnership with Women in Football provides support for training and personal development, including the Women in Football Leadership Course, which saw a large proportion of senior female Premier League employees undergo a programme of leadership training. The programme also provides networking, access to mentors and group coaching.

A new in-house leadership development programme has recently launched, and women in Senior Manager and Head roles have been actively encouraged to apply.

Recruitment practices



We will continue to address the lack of female representation at senior levels in future hires and promotions. Work in this area includes internal and external talent development pathways and talent pool identification.

We also regularly review our recruitment policies from a diversity perspective and seek input from external specialist advisers to support our ambitions and build on best practice throughout the process.

Supporting a diverse workforce

The Premier League has a range of initiatives in place to support a more diverse workforce across the game.

Continuous ED&I development



The Premier League's ED&I department has grown, with a remit to promote equality, diversity and inclusion externally and internally through the organisation.

The team run a series of networks and events to support a diverse workforce.

PLEDIS



The Premier League Equality, Diversity and Inclusion Standard (PLEDIS) is a framework that helps 27 current or former Premier League clubs deliver an equality plan throughout their operations.

The League has started its own assessment to ensure it is measured independently against the same standard, achieving Preliminary level in March 2025 and moving on to Intermediate level.

Developing the wider workforce



The Premier League has invested £2.25 million to develop and diversify the future football workforce, especially the women's football workforce. It has supported more than 1,200 young people through leadership courses, training and mentoring to learn about and find volunteering and paid roles in football.

Premier League funding has also enabled full bursaries for women employed at clubs across the English football pyramid to enrol onto the Women in Football Leadership Course, and an expansion of the course itself.



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