



Gender Pay Report

2025

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Introduction

We are committed to creating and maintaining a diverse workforce at the Premier League, an environment in which all staff can progress within the organisation.

This is the third year the Premier League has published a Gender Pay Report, based on a snapshot date of 5 April 2025. The report identifies a continued disparity in average pay, but that the gap has reduced since our first assessment in 2023. We recognise that greater progress is required and remain focused on the work that will further close the gap.

Our analysis indicates that the gender pay gap is primarily explained by our staff composition: more men than women hold the most senior roles in the organisation. Our focus remains on improving the gender balance at all levels within the Premier League further, and we can see progress being made towards this ambition.

This is reflected in the growth of women in senior positions, with female staff comprising more than a third of those in the upper pay quartile for the first time. We have also met all four of our female diversity targets set five years ago for summer 2026 and continue to review these to ensure they remain ambitious.

Significant change in both representation and average pay will take time, but I am pleased that our efforts over recent seasons are supporting us to deliver the best, most diverse team.

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
Chief Executive



“We are committed to creating and maintaining a diverse workforce at the Premier League, an environment in which all staff can progress.”

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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 and is based on the relevant Premier League employee population at the snapshot date of 5 April 2025.

This is the third 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](#) ↗

[Gender Pay Report 2024](#) ↗

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 men and divide the figure by the number of men. This provides the mean (average) hourly pay for men.
2. Repeat this for all 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 relates to the difference in average pay between men and women.

Gender pay gap figures **do not** reflect equal pay. Equal pay refers to men and women being paid the same for doing the same or similar work. The gender pay gap does not consider workforce composition or job roles.

The Premier League is committed to ensuring all staff receive equal pay for equal work and regularly reviews reward practices.

2025 figures

Reportable information

Gender pay metric	2023 (%)	2024 (%)	2025 (%)	Change vs 2024 (pp)
Mean (average) hourly pay difference between men and women	28.2	24.9	28.0	+3.1 ↑
Median (middle) hourly pay difference between men and women	19.8	19.4	16.2	-3.2 ↓
Mean (average) bonus gap	73.5	65.5	65.8	+0.3 ↑
Median (middle) bonus gap	14.0	20.0	19.3	-0.7 ↓
Proportion of men who received a bonus payment	90.7	92.2	93.2	+1.0
Proportion of women who received a bonus payment	86.5	90.8	95.1	+4.3

The Premier League's comparatively low headcount creates high sensitivity within the data. This means a small change in the gender mix, especially at a senior level, can have a significant impact on the reported information

pp = percentage points

Proportion of women in each pay quartile	2024 (%)	2025 (%)	Change vs 2024 (pp)
Upper pay quartile	29.6	33.7	+4.1
Upper middle pay quartile	38.9	42.5	+3.6
Lower middle pay quartile	45.8	44.2	-1.6
Lower pay quartile	56.9	60.9	+4

Analysis

What does this tell us?

The 2025 report illustrates that, over the last two years, the median pay gap is decreasing and the mean pay gap has remained flat. The gaps in pay and bonus levels can continue to be attributed to the workforce composition.

They are reflective of the greater number of men in senior executive roles, and the compensation structure. With work continuing to address this gap, the League has made further progress in meeting its long-term workforce diversity targets (see table).

All four of the League's female representation targets set in 2021 have been met at the date of publication and we are reviewing how these will be refreshed and updated for the seasons ahead. Company-wide, the League now employs 45.7 per cent female staff and is making progress to strengthen long-term efforts to close the gender pay gap.

There has been a growth in the number of women moving into Heads of and Director posts within the organisation, with a third of those roles now filled by women. Female staff now comprise more than a third of those in the upper pay quartile for the first time, which demonstrates the progress being made. This has been driven by a number of proactive measures, including mentoring, coaching, professional skills and leadership development. Targeted insight into these areas is designed to protect investment in senior talent, strengthen leadership diversity and enable a sustainable reduction in the gender pay gap.

The Premier League recognises more needs to be done to reduce the pay gap and remains committed to improving 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 7.

Female staff data and targets

Level	February 2021	March 2026	July 2026 targets	July 2031 targets*
Board	0%	2 Board members (40%)	2 Board members	40%
Executive Leadership Team (ELT)	2 ELT members (22%)	3 ELT members (30%)	3 ELT members	40%
Directors and Heads of	22%	34%	33%	45%
Company-wide	37%	45.7%	42%	50%

*Future staff diversity targets are currently under review

How are we addressing the gaps?

The Premier League remains focused on making sustained progress in addressing its gender pay gap, as part of a wider commitment to a diverse workforce where all colleagues can access clear and equitable career pathways.

This work is underpinned by a range of established programmes and policies designed to promote equality of opportunity and support progression across the organisation.

Workplace culture



The Premier League is committed to sustaining an inclusive culture. Policies to support this include a dedicated menopause policy, enhanced family leave provision, return-to-work coaching for women on maternity leave and targeted women's health sessions.

The Premier League also remains committed to supporting flexible working arrangements. These help to enable all employees to sustain full-time careers alongside family or caring responsibilities.

Professional development



The Premier League supports staff into senior and higher-paid roles through targeted professional development initiatives. Female employees are provided tailored opportunities, including mentoring, coaching and professional skills and leadership programmes – including the Women in Football Leadership Course. The League's own in-house leadership development programme actively targets women in Senior Manager and Head of roles, with females making up 65 per cent of participants in 2025.

Practices



We are strengthening governance, transparency and oversight across pay, progression and representation to address the drivers of the gender pay gap. Focuses include stronger pay governance, reviewing recruitment and promotion practices, increasing visibility of senior opportunities, and enhancing our workforce analytics and assessments.

These actions form part of our ongoing, evidence-led approach to reducing our gender pay gap over time.

Supporting a diverse workforce

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

Continuous equality, diversity and inclusion (EDI) development



The Premier League's EDI and People teams have a remit to promote equality, diversity and inclusion externally and to support EDI initiatives internally.

The teams design and deliver EDI training for new starters and 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 further embed EDI throughout their operations.

The League achieved its own assessment at Preliminary level in March 2025 and has moved 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. This includes investment via The FA to support 1,200 young people through leadership courses, training and mentoring, as well as Premier League Changemakers, which has provided opportunities for 1,500 girls and young women to access leadership training.

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.

