



SHEFFIELD UNITED FOOTBALL CLUB

GENDER PAY GAP REPORT 2025

SHEFFIELD UNITED

Sheffield United Football Club places equality, diversity and inclusion at the centre of everything we do. We are committed to creating a workplace where every individual feels welcome, respected and empowered to thrive, free from discrimination and harm.

As a professional football club, our Gender Pay Gap figures are shaped by the higher salaries associated with the men's First Team playing and coaching staff, who are predominantly male. This dynamic influences the year-to-year picture but does not reflect our commitment to fair and equal pay across the wider organisation.

As in previous years, Sheffield United remains dedicated to ensuring that all colleagues are paid fairly for their role, regardless of gender. We recognise the ongoing challenge of increasing female representation within First Team operations and senior leadership roles across the football industry.

Last year's Gender Pay Gap Report shaped several of the club's Equality, Diversity and Inclusion (EDI) priorities within our EDI strategy. This year's findings continue to highlight the need to continue our efforts to recruit, retain and develop more women across the club. Through the Premier League Equality, Diversity and Inclusion Standard, we are proud to be held accountable for our progress, with gender equality embedded across our day-to-day work.

We continue to drive initiatives that promote gender equality, and the review and implementation of gender-specific policies. We are committed to inclusive recruitment by carefully selecting where we advertise roles, avoiding gendered language, and actively encouraging applicants from underrepresented groups, helping our workforce to better reflect the communities we serve.

This year's results show steps in the right direction, and we remain focused on the work still to be done. Our commitment to improving gender equality is stronger than ever.

WHAT ARE THE CALCULATIONS?

The six calculations that we are obliged to publish show:

- 1** Average gender pay gap as a mean average
- 2** Average gender pay gap as a median average
- 3** Average bonus gender pay gap as a mean average
- 4** Average bonus gender pay gap as a median average
- 5** Proportion of males receiving a bonus payment & the proportion of females receiving a bonus payment
- 6** Proportion of males & females when divided into quartile pay bands ranging from lowest to highest pay

OUR RESULTS:

Our full results can be found on the official government website:

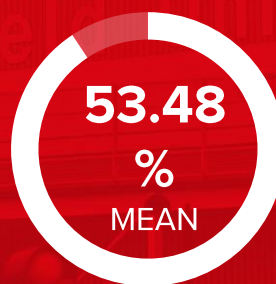
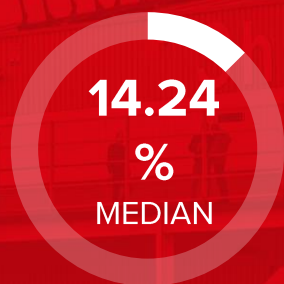
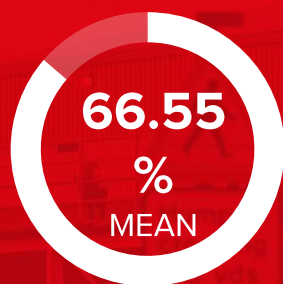
<https://genderpay-gap.service.gov.uk/Viewing/search-results>

GENDER PAY GAP INFORMATION

DIFFERENCE BETWEEN MEN AND WOMEN PAY & BONUS

GENDER PAY GAP

GENDER BONUS GAP



Our current workforce is 78.44% Male and 21.56% Female.

Since 2024, the club has decreased its workforce from 385 to 371 staff members.

Positively, our female workforce continues to increase year on year.

GENDER PAY GAP INFORMATION

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS PAYMENT

Due to the nature of operations within professional football, a higher proportion of bonus payments is awarded to male colleagues, driven largely by on-field performance-related bonuses for players and associated staff. This dynamic is specific to the football environment and does not reflect unequal access to bonus opportunities across the wider organisation.

This year, the proportion of bonus payments issues has decreases for both male and female employees – from 54.05% to 24.75% for men, and from 40.79% to 3.75% for women. These changes are linked directly to the football performance side of the business during the reporting period rather than reflecting individual employee performance.

Female manager performance continues to be the primary contributor to bonus awards for women, and supporting development and progression of women in leadership roles remains a key area of focus for the club.

3.75
%
FEMALE



24.75
%
MALE



GENDER PAY GAP INFORMATION

PAY QUANTILES - PROPORTION OF EMPLOYEES IN EACH PAY QUANTILE BAND

PAY QUANTILE

MALE

FEMALE

UPPER



UPPER MIDDLE



LOWER MIDDLE



LOWER



SHEFFIELD UNITED

CREATING A MORE INCLUSIVE WORKPLACE

We are proud to champion a workplace where everyone feels valued and able to thrive. This year's report shows real progress, with reductions in our pay gaps demonstrating that meaningful change is underway.

While the football industry continues to face challenges in achieving gender balance, we are committed to driving that change. We have strengthened our recruitment practices to attract more diverse talent, ensuring our workforce better reflects the communities we serve.

We are inspired by the growing presence of women across our club and remain dedicated to creating pathways for development, progression and long-term success. Guided by transparency and accountability, we continue this journey with determination working to make equality not just a goal, but a lived reality for all at Sheffield United Football Club.



I confirm that the data published in this report is accurate.
Stephen Bettis, Chief Executive Officer and Board member

A handwritten signature in black ink, appearing to read 'S. Bettis', written over a white background.

www.sufc.co.uk/gender-pay-gap - For more information contact
info@sufc.co.uk