

# MANCHESTER CITY

## GENDER PAY GAP REPORT



This is Manchester City Football Club's third gender pay gap report in line with the government's requirements for organisations with over 250 employees, and is inclusive of the men's first team playing and coaching staff.

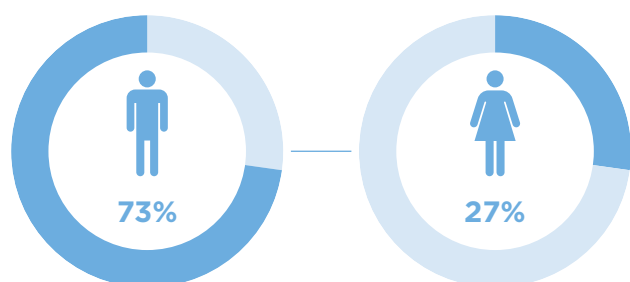
In addition to the statutory figures outlined within this report and the information which explains the reasons for the gap at Manchester City, the Club has also published additional reporting figures for all UK based employees across City Football Group to more accurately reflect the current position of the organisation.

A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap, is men and women being paid differently for jobs of equal value.

Manchester City has a long term and sustained commitment to providing opportunities and development in all aspects of its operation, and as such, the approach to reviewing the gender pay gap is no different.

### PERCENTAGE OF EMPLOYEES AT APRIL 2019:

#### MANCHESTER CITY

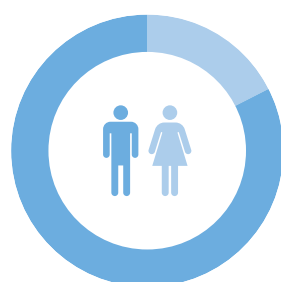


#### CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



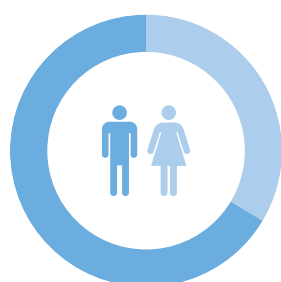
Data accurate as of April 2019

### PAY QUARTILES:



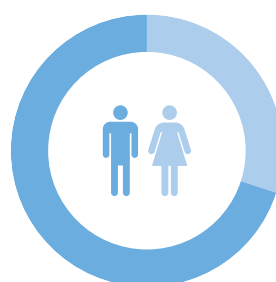
#### UPPER

MCFC: 82.5% : 17.5%  
CFG: 79.2% : 20.8%



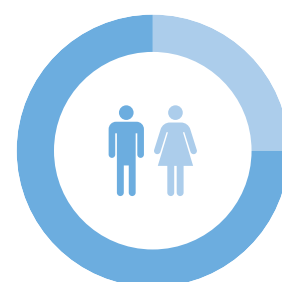
#### UPPER MIDDLE

MCFC: 66.4% : 33.6%  
CFG: 66.4% : 33.6%



#### LOWER MIDDLE

MCFC: 70.1% : 29.9%  
CFG: 64.4% : 35.6%



#### LOWER

MCFC: 75.0% : 25.0%  
CFG: 74.4% : 25.6%

# MANCHESTER CITY GENDER PAY GAP REPORT



## MANCHESTER CITY

Statutory reporting

Mean (average) hourly pay gap	<b>86.9%</b>
Median (middle) hourly pay gap	<b>5.0%</b>
Mean (average) bonus gap	<b>98.3%</b>
Median (middle) bonus gap	<b>44.6%</b>

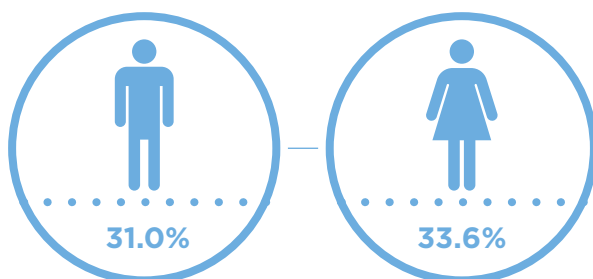
## CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	<b>82.1%</b>
Median (middle) hourly pay gap	<b>6.7%</b>
Mean (average) bonus gap	<b>97.0%</b>
Median (middle) bonus gap	<b>44.4%</b>

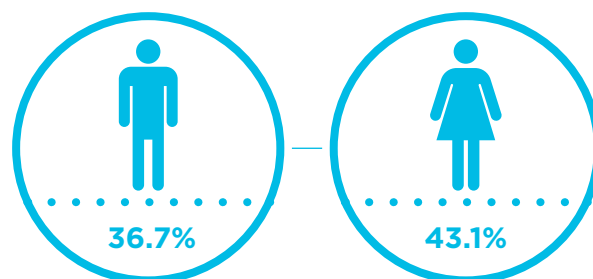
## EMPLOYEES RECEIVING BONUS

Manchester City



## EMPLOYEES RECEIVING BONUS

City Football Group



# MANCHESTER CITY GENDER PAY GAP REPORT



.....

The mean (average) hourly pay gap is in favour of men, mainly due to the men's first team and first team coaching staff. Without professional players and senior coaching staff, the gap is 18.3% across all UK employees (marginally above the current national average of 17.3%\*). This is due to the number of men in senior roles compared to women.

The median (middle) hourly pay gap is slightly in favour of men. Without professional players and senior coaching staff the gap is 2% across all UK employees (14.2% below the current national average of 16.2%\*).

There is a bonus gap mainly due to the men's players and the number of men in senior roles compared to women, who are eligible for higher bonuses. Without professional players and senior coaching staff the bonus gaps across all UK employees are 61.8% (based on average bonuses) and 29.3% (based on median bonuses).

A higher proportion of women received a bonus than men, which is mainly due to the high numbers of men who are casual employees and therefore not eligible for a bonus.

.....

## OUR COMMITMENT:

The Club continues to foster a culture of inclusivity by providing opportunities for everyone to develop and succeed.

In addition to the wide range of learning and development programmes available for all employees, we continue to identify opportunities for our women employees specifically, and over the last twelve months have seen positive engagement and feedback from those who have taken part in a range of courses.

Manchester City will continue to review its gender pay gap to provide the Club with an improved understanding and insight into the various factors which contribute to this complex issue, as well as evidence to support new initiatives to improve its gender balance over the long term.

A handwritten signature in blue ink, appearing to read 'Ferran Soriano', is written over a horizontal line.

**Ferran Soriano**  
Chief Executive Officer

\*Annual Survey of Hours and Earnings, Office for National Statistics