

MANCHESTER CITY

THE FA N RULE REPORT



This is Manchester City Football Club’s 2025 diversity data report published in line with the Football Association (FA) N Rule reporting requirements. In addition to the regulatory requirement to publish data relating to Manchester City, the Club has also published additional data for UK based employees across City Football Group to more accurately reflect the current position of the organisation.

The report is based on snapshot data from April 2025. Data is presented in the FA’s reporting format and adheres to the FA rule of 10 reporting principle. In line with the Club’s data privacy policy, workforce and equality monitoring data may be aggregated or excluded to protect the anonymity of individuals.

Manchester City and City Football Group UK

COLLECTION RATE

Category	Number of Staff	% Return	Number of Staff	% Return
Leaders	80	85%	192	82.3%
Other Staff	500	87.6%	799	88.5%
Coaches (all)	49	69.4%	63	67.7%
Total (all workforce)	629	85.9%	1054	86.3%

Collection rate refers to the percentage of employees who have chosen to provide their equality monitoring data on a voluntary basis. Sex and age data are collected separately as a statutory requirement and therefore accounts for all employees.

In line with the FA N Rule guidelines, Non-Executive Board Members are not included. The Club has used its Global Role Framework to ensure that the broad scope of leadership is included in this report.

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DIVERSITY DATA

Sex	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
Female	21.3%		39.8%	34.5%	28.1%		40.2%	36%	51%
Male	78.8%	98%	60.2%	65.5%	71.9%	93.7%	59.8%	64%	49%

Age	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
16-24			10.4%	8.9%			10.4%	8.4%	10.6%
25-34	12.5%	51%	40.6%	37.8%	17.7%	47.6%	47.9%	42.4%	13.5%
35-44	41.3%	22.4%	22.8%	25.1%	42.2%	25.4%	21.4%	25.4%	13%
45-54	28.8%		11.4%	13.7%	26.6%		9.8%	12.9%	13.3%
55-64	16.3%		10.2%	10.7%	12%		7.6%	8.3%	12.6%
65-74			3.8%	3.2%			2.4%	2%	9.9%
74+									8.6%

Sexual Orientation	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
Bisexual, Gay or Lesbian, Other			4%	3.7%			4.1%	4.1%	2.9%
Hetrosexual /Straight	81.3%	61.2%	77.8%	76.9%	75.5%	60.3%	79.3%	77.5%	89.4%
Prefer Not To Say			2.8%	2.7%			2.3%	1.6%	N/A

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Gender identity different to sex registered at birth	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
Not disclosed				100%				100%	N/A

Disability	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
Yes			7.4%	6.8%	5.7%		8%	7.1%	17.5%
No	72.5%	63.3%	76.8%	75.2%	72.9%	66.7%	77.2%	75.8%	82.5%
Prefer Not to Say			2%	2.5%			1.9%	2.2%	N/A

Ethnic Background	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	% of Leaders	% of Coaches (all)	% of Other Staff	Total %	Comparison Data
Asian or Asian British				1.6%			3.8%	3.5%	9.3%
Black, Black British, Caribbean or African							1.8%	1.5%	4%
Mixed or multiple ethnic groups							2.1%	2%	2.9%
Other ethnic groups									2.1%
Prefer Not to Say				1.9%			1.4%	1.6%	N/A
White	77.5%	61.2%	81.8%	79.7%	74.5%	63.5%	78%	76.5%	81.7%

Comparison data is taken from the 2021 Census data for England and Wales.

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OUR COMMITMENT

At Manchester City, we are committed to ensuring that we promote equality, diversity and inclusion (EDI) so that our employees, players, fans and communities can thrive, feel safe and belong.

We take an evidence-based approach, including using voluntary equality monitoring data, insight and benchmarking to ensure our policies, services and experiences reflect the diverse needs of our employees and tackle wider barriers to representation in the football industry.

Our EDI strategy sets out our priorities and how we track our progress in increasing diversity and embedding an inclusive culture. This includes our priority to provide learning and training opportunities for all our employees, with a particular focus on those from underrepresented groups, to enhance their career development and progression both at our Club and in the wider industry. Alongside this, we continue to enhance and expand our suite of family-friendly and health and well-being initiatives, which enable us to support all employees at different life stages.