

# THE FOOTBALL ASSOCIATION GENDER PAY REPORT 2024



Progress continues at The FA and this year we are pleased to report that our gender pay gap has decreased to its lowest level since we started reporting.

Since before the reporting of pay gaps was required, we have been working hard to ensure female representation at all levels is more reflective of the world we live in. Our EDI, Grassroots Football and Women and Girls strategies all include ambitious plans for The FA and our work across the wider football ecosystem to increase the representation of women at every level. This report goes beyond gender, and we voluntarily disclose our ethnicity report too. At The FA, we have increased the percentage of women from 30% to 42% since 2017 and increased minority ethnic representation to 17%; externally we have engaged thousands of fans through our 'faith and football' series, led game changing increases in female participation throughout the pyramid and seen record levels of coverage of the women's game.

We remain committed to creating a game free from discrimination, embracing the unique diversity of our country and continuing to use football as a force for good. In our 2024-2028 EDI Strategy, we have set out three key pillars guiding how we plan to deliver on our commitment going forward:

1. **Boosting Representation:** Improving the diversity of officials, players, coaches, volunteers and employees.
2. **Driving Inclusion:** Making everyone involved in the game, in whatever capacity, feel welcome.
3. **Tackling Discrimination:** Creating a culture where prejudice and abuse are routinely challenged and addressed.

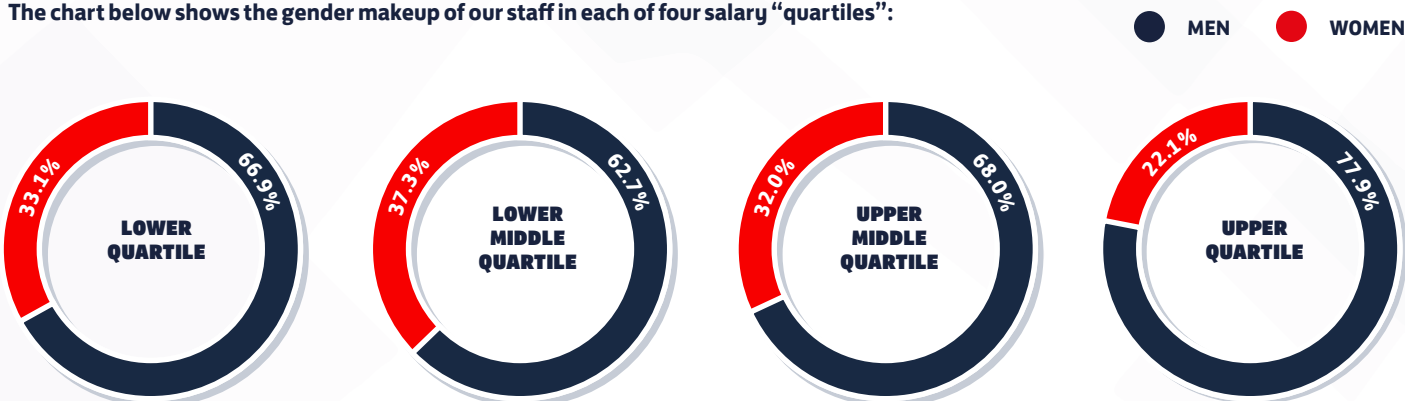
We are committed to ensuring that The FA continues to better reflect modern England as well inspiring positive change in the game. We are therefore pleased to report this data, demonstrating our accountability and determination to oversee an organisation that is underpinned by both the right systems and values when it comes to who we are and how we pay.

## GENDER REPRESENTATION AT THE FA

The charts below show the distribution of male and female employees across the salary quartiles in 2024 - these quartiles have been calculated by dividing our workforce into four equal parts based on hourly pay. Female representation has decreased slightly in the upper, lower middle and lower quartiles (due to the fluctuating population of match day and event staff), but has increased in the upper middle quartile.

The fact that more men than women hold the most highly paid roles remains the key driver behind our existing gaps and an ongoing area of focus for us. It is likely that for the foreseeable future the most highly paid senior men's coaching roles will remain a material factor here, and whilst we have made very significant progress in other areas it will not neutralise the impact of this in future years, and we will always want to hire the best coaches for England across all our national teams. Our job is to ensure that everything else in our control is working to a high and equitable standard and we continue to focus our efforts on improving diversity at all levels across our organisation, including our wider commitment to influence the diversification of football's workforce and supporting women in their career prospects at all levels. By 2028, we aim for women to make up 50% of our workforce and hold at least 45% of our leadership roles.

The chart below shows the gender makeup of our staff in each of four salary "quartiles":



## HOURLY GENDER PAY GAPS

We have seen a decrease of 5.5% in our mean (average) hourly pay gap since 2023, to 12.6% in favour of male employees. This is our lowest gender pay gap since we started reporting these figures. Our median hourly pay gap, which measures the difference in pay between our mid-level male and female employees, has also decreased significantly by 6.2%, to 10.3% in favour of male employees.

We continue to focus on fair and transparent recruitment, pay and progression processes and this is reflected in our declining pay gap.



MEAN  
pay gap



MEDIAN  
pay gap



## CAUSES OF THE MEAN HOURLY PAY GAP:

Having a few of our most highly paid roles held by men exacerbates the pay gap and we will continue to challenge ourselves to improve this particularly within our executive team – our published ambition is to have 45% of our senior leader roles held by women in 2028.

Another contributing element to our pay gap has been the number of female joiners. We are aware that more women joining at junior levels may increase our gender pay gap in the short-term but will play an important role in building a sustainable pipeline of female talent, strengthening our long-term approach to creating a diverse workforce and narrowing the gap.

## GENDER BONUS GAPS AND PROPORTION OF EMPLOYEES RECEIVING A BONUS

We have seen a significant decrease in our mean gender bonus gap, which has reduced by 43.9% to 14.1%. The median gender bonus gap is just below this, at 13.8%, having increased slightly since last year.

Given that FA bonuses are often tied to teams' performance at major tournaments, we expect to see continued volatility in this area as a result of rewarding competition success. However, we remain confident that bonus eligibility criteria, and the basis on which awards are calculated, remain fair and non-discriminatory.

WOMEN  
31.7%



MEN  
25.4%



## ETHNICITY PAY REPORTING

Our ethnicity pay gap is a measure of the percentage difference in the average hourly and bonus pay of The FA's minority ethnic employees and non-minority ethnic employees. There is currently no legal obligation to publish any ethnicity pay data. However, we have chosen to voluntarily report our ethnicity figures as part of our ongoing commitment to transparent reporting beyond regulatory requirements. The new government has also committed to making ethnicity pay gap reporting mandatory for employers with 250 or more employees, as provided for in the draft Equality (Race and Disability) Bill. As we have been reporting this data voluntarily for several years, we believe The FA will be well-positioned to meet this new requirement should it come into law.

We understand that our employees' identification with ethnicity is a deeply sensitive and complex personal issue and that individuals will not always identify or associate themselves with one or a broad category of ethnicity. Therefore, whilst this analysis provides high level insight around ethnic diversity at The FA, we fully appreciate that this level of broad comparison may not highlight the differences faced by specific ethnic minorities.

Around 50% of employees chose to disclose their ethnicity as of April 2024, and those individuals who have not disclosed their ethnicity data are not included in our calculations, which means that the figures above do not fully represent our entire workforce. Our disclosure rate is higher than last year's and looking ahead we will continue to target increased disclosure rates to ensure the insights we derive from the data are as meaningful as possible.

GAP	THE FA
MEAN HOURLY PAY GAP	-4.4%
MEDIAN HOURLY PAY GAP	4.4%
MEAN HOURLY BONUS GAP	15.7%
MEDIAN HOURLY BONUS GAP	2.3%

*Note: A negative gap denotes a pay gap in favour of our Black, Asian Mixed or other ethnic background employees.*

## OUR COMMITMENT

We have made good progress this year and our gender pay gap has decreased to its lowest level since our reporting began.

We continue to focus on fair and transparent recruitment, pay and career progression processes at every level and this is reflected in our declining pay gap. We recognise that there is still more to do, and irrespective of who holds the most senior coaching role, we remain committed to ensuring we continue to improve diversity at every level of our organisation.

Our 2024-2028 EDI Strategy – A Game Free From Discrimination – sets out our long-term commitment to celebrate and promote diversity within English football. We have outlined our ambition to increase the diversity of our organisation within this strategy, setting ourselves bold targets to realise by the end of the 2027/28 season.

I confirm that the information contained in this report is accurate and is in line with the statutory requirements.



**MARK BULLINGHAM**

*Chief Executive Officer*

*We have been working with PwC LLP to understand our gender pay position, and this report sets out the results of our gender pay analysis as required by law and the results of our voluntary ethnicity pay analysis, which has been independently prepared by PwC.*