



CARDIFF CITY FOOTBALL CLUB
GENDER PAY GAP REPORT 2025

Introduction

This report outlines the Gender Pay Gap for Cardiff City Football Club in accordance with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Organisations with 250 or more employees are required to publish annual gender pay gap data based on a snapshot date of 5 April 2025. The report measures the difference between the average earnings of men and women across the organisation.

It is important to note that Gender Pay Gap and Equal Pay are not the same. Equal pay refers to men and women receiving the same pay for performing the same or similar work. The gender pay gap measures the difference between the average earnings of men and women across the workforce, regardless of role.

Our calculations include all relevant employees across the club, including footballers, management staff and casual matchday workers.

Gender Pay Gap Results

The results of our gender pay calculations are as follows:

- Mean Gender Pay Gap: 61%

- Median Gender Pay Gap: 12%
- Mean Bonus Gender Pay Gap: 100%
- Median Bonus Gender Pay Gap: 100%
- Proportion of Males Receiving a Bonus: 100%
- Proportion of Females Receiving a Bonus: 0%

Understanding the Results

The median gender pay gap compares the hourly pay rate of the middle-paid woman with that of the middle-paid man when all employees are ranked from highest to lowest pay.

Based on our calculations, women's median hourly pay is 12% lower than men's, meaning women earn 88p for every £1 earned by men when comparing median hourly pay.

The mean gender pay gap of 61% reflects the difference between the overall average hourly earnings of male and female employees.

The football industry traditionally attracts male employees which is why our mean gender pay gap seems high, this figure is largely attributable to the fact that a large number of the high earners are male footballers. However we are pleased to report that the mean gender pay gap has decreased this period from 64% to 61%.

With regard to bonuses:

- Women's median bonus pay was 100% lower than men's, meaning women received £0 for every £1 received by men when comparing median bonuses.
- Women's average (mean) bonus pay was also 100% lower than men's.
- 100% of male employees received a bonus, compared with 0% of female employees.

Pay Quartiles

Pay quartiles show the proportion of men and women in four equally sized groups ranked from the highest to the lowest hourly pay.

Pay Quartile	Women	Men
Upper (highest paid)	8%	92%
Upper Middle	24%	76%
Lower Middle	22%	78%
Lower (lowest paid)	45%	55%

This means that:

- 8% of employees in the highest paid quartile are women
- 24% of employees in the upper middle quartile are women
- 22% of employees in the lower middle quartile are women
- 45% of employees in the lowest paid quartile are women

Club Statement

Cardiff City Football Club are committed to promoting equality, diversity and inclusion across all areas of the club.

The gender pay gap figures presented in this report are influenced by the structure of our workforce and the distribution of roles within the organisation. As is common across the football industry, a significant proportion of higher-paid roles are currently occupied by men, particularly within playing and football-related positions, which contributes to the overall gender pay gap.

We recognise the importance of ensuring that opportunities within the club are accessible to everyone regardless of gender. We remain committed to supporting the development of women's football and increasing opportunities for women across all areas of the organisation, including leadership, coaching, operational and administrative roles.

The club will continue to review its recruitment practices, development pathways and organisational structures to promote greater gender balance over time. Our aim is to create an inclusive environment where all employees are valued, supported and rewarded fairly for their contribution.

Action Plan

To support our commitment to equality and inclusion, we will continue to take steps to improve gender balance and ensure fair opportunities across the organisation. Our ongoing actions include:

1. Reviewing Recruitment Practices

We will continue to review recruitment processes to ensure they are fair, transparent and inclusive, encouraging applications from a diverse pool of candidates.

2. Supporting Career Development

The club will support professional development opportunities for employees across all departments, with the aim of encouraging greater representation of women in senior and specialist roles.

3. Promoting Opportunities in Women's Football

We will continue to invest in and support the growth of the women's game, creating pathways for players, coaches and staff to develop careers within the club.

4. Monitoring Workforce Data

We will regularly review workforce and pay data to better understand gender representation across different roles and pay levels within the organisation.

5. Encouraging Inclusive Culture

We remain committed to maintaining a working environment that promotes respect, equality and inclusion for all employees.

The club recognises that improving gender representation across all levels of the organisation is an ongoing process and will continue to monitor progress and identify opportunities for improvement.

Declaration

I confirm that the information contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Signed: Ken Choo

Position: Chief Executive Officer

Date: 7th March 2026