



WORKFORCE DIVERSITY DATA (RULE N)

May 2025

Why are we publishing this data?

It has been agreed by the FA Board, in consultation with the Premier League, EFL and BWSL/BWC to publish diversity data to improve transparency and accountability.

The FA Rule means all professional clubs are required to publish their workforce diversity data bi-annually. The data required will replicate what is already collected as part of PLEDIS in the Premier League.

The template and approach has been mandated by the FA.



Our Commitment to Equality, Diversity & Inclusion

At Manchester United, we want a diverse and inclusive workforce where everyone feels welcome.

We want all colleagues to feel encouraged, enabled and empowered to reach their full potential – we want everyone to be **#allredallequal**

As a club, we continue to work in line with PLEDIS accreditation and FA guidance, ensuring that inclusion is embedded across our club and that we are using data to inform our long-term goals and planning.

We are reviewing our inclusion strategy to improve both our internal and external work for the 2025/26 season. Our aim is to create an inclusive culture across every aspect of the club with people at the heart of what we do. We also pledge to work closely with our fans and supporters' clubs to listen to their feedback and work with them for change.

As a club, we will focus on delivering campaigns promoting key themes of equality, such as gender equity, mental health, wellbeing, LGBTQ+ inclusion, disability and tackling all forms of discrimination and online hate crime.

We appreciate that there is still more work to be done within Manchester United and in wider society to break down the remaining barriers and inequalities. We remain committed to this work.



Our Data

Our Approach to Data:

We are pleased to share club data collected in May 2025. Data is taken from voluntary colleague declarations via our internal People System. Moving forward, this will be conducted on a bi-yearly basis, with the next data set to be published in May 2027.

Definitions:

- Collection rate - based on data from our internal People system.
- Board and senior leadership – we define this as our Executive Leadership Team and Senior Leadership Team.
- Senior Coaching Staff – coaches from our U18, U21 and men’s first team.
- National data – taken from UK Census 21
- Local data – taken from UK Census 21 – Trafford

Please note that reporting is not required under the FA Rule for the women’s team and Manchester United Foundation. They are therefore excluded from these figures.

Confidentiality:

Where fewer than ten colleagues are reported against a category, we have left this data blank to protect the anonymity of these individuals. This is in line with data protection principles.



Collection Rate*

Category	Colleague Numbers	Returns (return rate) (%)
Total (all workforce)	819	100%
Board and Senior leadership	47	100%
Other Staff	772	100%
Total (all coaching staff)	39	100%
Senior Coaching Staff	12	100%
Other Coaching Staff	27	100%



* Data collected from voluntary contributions to our internal People System. Excludes colleagues from our women's team and Manchester United Foundation

Data and Segmentation - Gender*

	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data (%)
Men	71	70	71	100	100	49	49
Women	29	30	29			51	51
Other specified							
Prefer not to say							



* We have used the definition of legal sex

Data and Segmentation - Age*

	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	Total Coaching Staff (%)	National Data* (%)	Local Data* (%)
16-24	6		6				12	10
25-34	32		33				14	11
35-44	28	53	27			41	13	15
45-54	20	34	19			26	13	14
55-64	10		10				13	12
65-74	2		3				9	9
75	2		2				9	9

*Data will not add up to 100% as it does not include under 16s



Data and Segmentation - Sexual and/or Romantic Orientation*

	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	Total Coaching Staff (%)	National Data (%)	Local Data (%)
Bi (Bisexual), Gay or Lesbian, Other	1		1				3	3
Heterosexual / Straight	51	66	51		44	36	89	91
Prefer Not to Say	1		1				7	6
Not Disclosed	47	34	47		52	62		



*We have made the decision to merge the results for Gay, Lesbian, Bisexual and other colleagues to protect the anonymity of the LGBTQ+ community in our workforce

Data and Segmentation - Gender Identity*

Gender identity different to sex registered at birth	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	Total Coaching Staff (%)	National Data (%)	Local Data (%)
Yes								
No								
Prefer Not To Say	100	100	100	100	100	100		

*We do have a Trans community within our workforce, but in order to protect their anonymity, we have made the decision to mark all answers to this question as Prefer Not To Say. We have not included comparison national or local data from Census 2021 as this data is no longer accredited as official statistics. Further information can be found here - [Sexual orientation and gender identity quality information for Census 2021 - Office for National Statistics](#)



Data and Segmentation - Disability

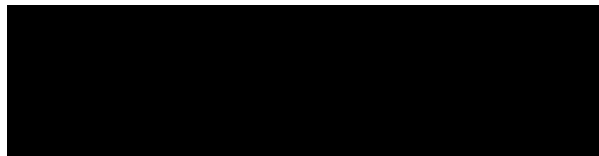
Disability	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	Total Coaching Staff (%)	National Data (%)	Local Data (%)
Yes	8		8				18	16
No	45	55	44			28	82	84
Prefer Not To Say	1							
Not Disclosed	46	36	47		56	62		



Data and Segmentation - Ethnic Groups

Ethnic Group	Total (all workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	Total Coaching Staff (%)	National Data (%)	Local Data (%)
White	48	64	47		41	36	82	78
Mixed or multiple ethnic groups	2		2				3	4
Asian or Asian British	3		3				9	13
Black, Black British, Caribbean or African	2						4	3
Other ethnic groups	<1						2	2
Prefer Not To Say	<1							
Not disclosed	44	34	45		52	59		





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