



Coventry City Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **2025** and was done anonymously and confidentially as part of the EFL Code of Practice and the FA Rule N. This will be conducted on a bi-yearly basis with the next to be published by June 2027.

Age	%	Nat %	Local %
18-24	10.5	8.3	12.1
25-34	37.1	13.5	14.5
35-44	24.8	13	13.3
45-54	18.1	13.3	12.1
55-64	8.6	12.6	10.4
65+	1	9.9	14.7
Prefer not to say	0		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0.95	12.2	8.9
White	80.95	81.8	57.3
Asian or Asian British	2.86	8.5	18.5
Mixed or Multiple Ethnic Groups	3.8	2.9	3.4
Other Ethnic Group	0.95	2.2	3.7
Prefer not to say	3.8		

Response Rate	
Employees	105
Response	98
Percentage	93.33%

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.21
Heterosexual / Straight	82.85	89.4	87.99
Bisexual	0.95	1.3	1.49
Other Sexuality	0	0.2	0.46
Prefer not to say	9.5		

Disability	%	Nat %	Local %
Yes	7.61	17.7	26
No	75.23	82.3	68
Prefer not to say	10.47		

Gender	%	Nat %	Local %
Male	66.66	49	50.16
Female	26.66	51	49.83
Other Specified	0		
Prefer not to say	0		

* National and Local figures have been obtained from 2021 Census.

Goal	Date
Enhance representation of underrepresented groups in all Club teams, including management levels.	2026

Goal	Date
Enhance recruitment processes by standardising them and ensuring that a diverse recruitment panel is involved.	2026

Goal	Date
Develop strategic approaches to enhance the retention of diverse employees.	2026

Name: Natalie Stone

Position: Head of HR

Signed: 