



Harrogate Town AFC 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	37.5	8.3	10
25-34	10.2	13.5	10.2
35-44	13.6	13	11.7
45-54	15.9	13.3	14.4
55-64	20.5	12.6	14.8
65+	2.3	9.9	23.3
Prefer not to say	0		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0	12.2	0.6
White	95.2	81.8	95.6
Asian or Asian British	1.2	8.5	1.8
Mixed or Multiple Ethnic Groups	1.2	2.9	1.5
Other Ethnic Group	1.2	2.2	0.5
Prefer not to say	1.2		

Response Rate	
Employees	87
Response	81
Percentage	93

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	2.5	1.5	1.1
Heterosexual / Straight	93.8	89.4	90.9
Bisexual	1.2	1.3	0.9
Other Sexuality	0	0.2	0.2
Prefer not to say	2.5		

Disability	%	Nat %	Local %
Yes	9.1	17.7	5.4
No	88.6	82.3	94.6
Prefer not to say	2.3		

Gender	%	Nat %	Local %
Male	61.7	49	49
Female	38.3	51	51
Other Specified	0		-
Prefer not to say	0		

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

Goal	Date
To increase the representation of disabled people in our workforce by 2% by 2027, bringing overall representation to at least 11.1%.	01/06/2027

Goal	Date
To increase cultural and ethnic diversity in our workforce by 2% by 2027, bringing overall representation to at least 7.7%.	01/06/2027

Goal	Date
To increase female representation in our workforce by 2% by 2027, bringing overall representation to at least 40.3%.	01/06/2027

Name: DAVE RILEY

Position: OPERATIONS DIRECTOR

Signed: 