



READING FOOTBALL CLUB
Equality Monitoring Report
 Published April 2025

Reading FC collected anonymised workforce data to gain an understanding of the diversity and culture of our staff. This data was collected between the months of November 2024-April 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. *(National and local figures are based on the 2021 census.)*

Age	RFC %	Nat %	Local %
18-24	16.1	8.3	5.6
25-34	20.0	13.5	12.5
35-44	15.6	13	13.0
45-54	15.1	13.3	13.8
55-64	19.0	12.6	12.7
65+	11.3	9.9	11.9
Prefer not to say	2.9		
Disability	RFC %	Nat %	Local %
Yes	8.8	17.7	27.0
No	84.9	82.3	73.0
Prefer not to say	6.3		

Ethnicity	RFC %	Nat %	Local %
Black, Black British, Caribbean or African	9.3	12.2	7.2
White	86.3	81.8	67.2
Asian or Asian British	2.4	8.5	17.7
Mixed or Multiple Ethnic Groups	0.5	2.9	5.1
Other Ethnic Group	0.0	2.2	2.8
Prefer not to say	1.5		
Gender	RFC %	Nat %	Local %
Male	74.1	49.0	50.0
Female	24.4	51.0	50.0
Other Specified	0.0		0.0
Prefer not to say	1.5		7.35
Religion	RFC %	Nat %	Local %
No Religion	47.0	37.2	36.3
Christian (All Denominations)	45.0	46.2	39.6
Buddhist	0.0	0.5	1.7
Hindu	0.0	1.7	5.0
Jewish	0.0	0.5	0.2
Muslim	1.5	6.5	8.9
Sikh	1.0	0.9	0.7
Prefer not to say	5.0	0.6	6.9
Other	0.5	6.0	0.7
Sexual Orientation	RFC%	Nat %	Local %
Lesbian or Gay	1.0	1.5	1.62
Heterosexual / Straight	94.1	89.4	86.82
Bisexual	2.0	1.3	1.97
Other Sexuality	0.0	0.2	0.58
Prefer not to say	2.9		9.01

Response Rate	
Employees	237
Response	205
Percentage	87.0

Goals for Advancing Equality and Inclusion

Goal	Date
1. Increase Workforce Equality Monitoring Participation	
1. Increase Workforce Equality Monitoring Participation We aim to improve the accuracy and impact of our equality monitoring by increasing staff response rates to workforce data collection by a minimum of 3% , bringing overall participation up to 90% . This enhanced insight will help identify and close representation gaps across the organisation.	17-Apr-2025
2. Strengthening Cultural and Ethnic Diversity	
2. Strengthening Cultural and Ethnic Diversity We are committed to building a workforce that better reflects the communities we serve by increasing the representation of culturally and ethnically diverse colleagues from 6.67% to 10% . This will be achieved through proactive recruitment strategies, equitable recruitment pathways, and a workplace culture that values and supports racial and ethnic equity at every level.	17-Apr-2025
3. Improve Disability Inclusion and Representation	
3. Improve Disability Inclusion and Representation We are committed to creating a more accessible and inclusive workplace for disabled colleagues. Our goal is to increase the representation of people with disabilities within our workforce by 2% , supported by inclusive recruitment practices, reasonable adjustments, and a culture that recognises and values diverse abilities. This includes improving accessibility, raising awareness, and fostering an environment where all staff can thrive.	17-Apr-2025

Name	Position	Signed
Jackie Evans	Inclusion Lead	Signed by  <small>241AA6B019B84D3...</small>