



Leeds United 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 (217 respondents, 100% return rate)	%	Nat %	Local %
18-24	7.4%	8.3%	15.1%
25-34	34.1%	13.5%	15.15%
35-44	28.1%	13%	13.35%
45-54	13.8%	13.3%	12.3%
55-64	11.5%	12.6%	10.95%
65+	5.1%	9.9%	15.6%
Prefer not to say			

Sexual Orientation (119 respondents, 54.8% return rate)	%	Nat %	Local %
Lesbian or Gay	1.7%	1.5%	1.9%
Heterosexual / Straight	95%	89.4 %	88.4%
Bisexual	0.8%	1.3%	1.9%
Other Sexuality	0%	0.2%	0.6%
Prefer not to say	2.5%		7.3%

Ethnicity (119 respondents, 54.8% return rate)	%	Nat %	Local %
Black, Black British, Caribbean or African	5.9%	12.2%	5.6%
White	86.5%	81.8%	79%
Asian or Asian British	5%	8.5%	9.7%
Mixed or Multiple Ethnic Groups	1.6%	2.9%	3.4%
Other Ethnic Group	0%	2.2%	2.3%
Prefer not to say	1%		

Disability (119 respondents, 54.8% return rate)	%	Nat %	Local %
Yes	1.7%	17.7%	16.8%
No	37%	82.3%	83.2%
Prefer not to say	61.3%		

Response Rate	
Employees	217
Response	119
Percentage	54.84%

Gender 217 respondents, 100% return rate)	%	Nat %	Local %
Male	75%	49%	48.8%
Female	25%	51%	51.2%
Other Specified			
Prefer not to say			

Return rates for Age & Gender show data of 100% of permanent employees – this data was collated on our new HR system.

Data for the other audited groups has been collated on the HR system where employees have completed their EDI data, this equates to 54.84% of employees.

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

We are working to increase the return rate now that the new HR system has been implemented.

Based on data findings for each of our audited groups, the Club have identified the following key areas for action:

- Increasing female representation
- Create a more diverse workforce – particularly in permanent roles
- Mental health and wellbeing awareness and support for staff
- Reduce prefer not to say response rates through a communication campaign & staff focus groups to raise awareness about why the club is collecting EDI data

These identified actions have been included in our EDI Delivery Plan and have been used to inform and review our EDI targets.

Goal	Date
Diversity – to increase the representation of permanent staff from an ethnically diverse background by 2% annually	29.04.2025

Goal	Date
Female representation – to increase female representation at the Club & Foundation by 2% annually	29.04.2025

Goal	Date
Mental health & wellbeing – to promote good staff mental health and wellbeing by conducting at least 2 promotions of health and wellbeing activities annually	29.04.2025

Goal	Date
Prefer not to say answers – to reduce PNTS by 1% annually	29.04.2025

Goal	Date
Return rates – to increase return rates of employee EDI monitoring data to 80 % in three years	29.04.2025

Version	Status	Revision Date	Summary of changes	Approved by
0.1	Draft	21.05.2025	Jade Brown – EDI Lead – First draft	
0.2	Draft	27.05.2025	Jade Brown – EDI Lead – Second draft	