



Huddersfield Town AFC collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **2024** 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	30.0	8.3	12.2
25-34	19.3	13.5	12.7
35-44	20.0	13.0	12.8
45-54	16.0	13.3	13.6
55-64	8.7	12.6	12.3
65+	6.0	9.9	17.7
Prefer not to say	0.0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0.7	1.5	1.3
Heterosexual / Straight	89.3	89.4	90.0
Bisexual	1.3	1.3	1.1
Other Sexuality	0.0	0.2	0.3
Prefer not to say	8.7		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	1.3	12.2	2.3
White	92.0	81.8	73.5
Asian or Asian British	2.7	8.5	19.3
Mixed or Multiple Ethnic Groups	4.0	2.9	3.1
Other Ethnic Group	0.0	2.2	1.5
Prefer not to say	0.0		

Disability	%	Nat %	Local %
Yes	4.67	17.7	8.0
No	95.3	82.3	92.0
Prefer not to say	0.0		

Gender	%	Nat %	Local %
Male	60.7	49.0	49.0
Female	39.3	51.0	51.0
Other Specified	0.0	-	-
Prefer not to say	0.0		

Response Rate	
Employees	154
Response	154
Percentage	100.0%

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

Goal	Date
To increase female representation in our workforce by a further 3% by 2027, resulting in female representation being at or above 42.33%.	10/01/2025

Goal	Date
To increase cultural and ethnic diversity in our workforce by a further 3% by 2027, resulting in representation of culturally and ethnically diverse groups being at or above 11.01%.	10/01/2025

Goal	Date
To increase representation of disabled people by a further 3% by 2027, resulting in representation of disabled people being at or above 7.67%.	10/01/2025

Name: *DAVID THRELFALL-JAMES*

Position: *CHIEF OPERATING OFFICER*

Signed: 