



Hull City Tigers Limited collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in 2024 -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 have been obtained from 2021 Census.

| Age               | %     | Nat % | Local % |
|-------------------|-------|-------|---------|
| 18-24             | 9.02  | 8.3   | 12.4    |
| 25-34             | 38.35 | 13.5  | 19.9    |
| 35-44             | 21.05 | 13    | 16.8    |
| 45-54             | 18.05 | 13.3  | 16.3    |
| 55-64             | 11.28 | 12.6  | 15.6    |
| 65+               | 1.50  | 9.9   | 19.8    |
| Prefer not to say |       |       |         |

| Ethnicity                                  | %     | Nat % | Local % |
|--|-------|-------|---------|
| Black, Black British, Caribbean or African | 0.75  | 12.2  | 1.90    |
| White                                      | 95.49 | 81.8  | 91.80   |
| Asian or Asian British                     | 0.75  | 8.5   | 2.9     |
| Mixed or Multiple Ethnic Groups            | 2.26  | 2.9   | 1.70    |
| Other Ethnic Group                         | 0.75  | 2.2   | 1.80    |
| Prefer not to say                          |       | 0.75  |         |

|               |       |
|---------------|-------|
| Response Rate |       |
| Employees     | 134   |
| Response      | 133   |
| Percentage    | 99.25 |

| Sexual Orientation      | %    | Nat % | Local % |
|-------------------------|------|-------|---------|
| Lesbian or Gay          | 0.75 | 1.5   | 1.71    |
| Heterosexual / Straight | 94.7 | 89.4  | 88.03   |
| Bisexual                | 3.76 | 1.3   | 1.65    |
| Other Sexuality         | 0.00 | 0.2   | 0.02    |
| Prefer not to say       | 0.75 |       |         |

| Disability        | %     | Nat % | Local % |
|-------------------|-------|-------|---------|
| Yes               | 4.5   | 17.7  | 21.7    |
| No                | 94.75 | 82.3  | 78.3    |
| Prefer not to say | 0.75  |       |         |

| Gender            | %     | Nat % | Local % |
|-------------------|-------|-------|---------|
| Male              | 75.19 | 49    | 50.2    |
| Female            | 24.81 | 51    | 49.8    |
| Other Specified   |       |       |         |
| Prefer not to say |       |       |         |

| Goal   | Date      |
|--|-----------|
| To increase female representation in our workforce by a further 3%, raising representation from 24.81% to 27.81% | June 2027 |

| Goal  | Date      |
|---|-----------|
| To increase ethnic diversity in our workforce by 2%, elevating representation from 3.76% to 5.76% | June 2027 |

| Goal  | Date      |
|---|-----------|
| To increase representation of disabled people in our workforce by a further 2%, elevating from 4.5% to 6.5% | June 2027 |

Name: Caroline Adamson

Position: Head of Safeguarding/ EDI Lead Officer

Signed:



Board Level approval and signature

Name: Joe Clutterbrook

Position: Chief Operating Officer

Signed:



Name: David Beeby

Position: Club Secretary

Signed:

