



Preston North End Football Club 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-annual basis with the next to be published by June 2027.

Age	%	Nat %	Local %
18-24	19.2	8.3	11.6
25-34	20.3	13.5	14.7
35-44	16.8	13	12.8
45-54	14.9	13.3	12.6
55-64	17.9	12.6	11.5
65+	10.4	9.9	14.7
Prefer not to say	0.5		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1.4	1.5	3.7
Heterosexual / Straight	92.1	89.4	88.5
Bisexual	4.1	1.3	1.8
Other Sexuality	0.5	0.2	0.4
Prefer not to say	1.9		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2.2	12.2	2.4
White	86.7	81.8	72.6
Asian or Asian British	7.6	8.5	20.2
Mixed or Multiple Ethnic Groups	1.9	2.9	3
Other Ethnic Group	0.2	2.2	1.9
Prefer not to say	1.4		

Disability	%	Nat %	Local %
Yes	9.5	17.7	9.1
No	86.7	82.3	80.2
Prefer not to say	3.8		

Gender	%	Nat %	Local %
Male	75.1	49	49.9
Female	24.4	51	50.1
Other Specified	0		
Prefer not to say	0.5		

Response Rate	
Employees 18+	417
Response	369
Percentage	88.5

*National and local figures taken from the 2021 census published by the Office for National Statistics

GOAL 1	DATE
<p>DISABILITY</p> <p>Currently, 9.4% of our employees are living with a disability in comparison to 9.1% of the local population, this highlights the importance of continuing to develop accessible facilities and our goal is to enhance provisions across all four club locations. We are committed to reviewing and enhancing the accessibility of staff amenities at both training facilities.</p> <p>In addition, we will expand mental health and wellbeing awareness training to all playing staff, reinforcing our dedication to creating a supportive and inclusive environment.</p> <p>As part of our ongoing commitment, we will also continue to implement the recommendations outlined in the Level Playing Field access audit, as referenced in our three-year Equality Action Plan.</p>	<p>During the 2026 & 2027 seasons</p>
GOAL 2	DATE
<p>DIVERSE WORKFORCE</p> <p>We will continuously review our internal facilities and our faith policies and procedures which will attract and retain staff from diverse groups. We will continue to utilise i-Recruit as a non-biased recruitment platform for all new job opportunities. A further goal is to expand i-Recruit across the club, and we aim to introduce this platform to the Preston North End Community and Education Trust (PNECET) as a priority.</p> <p>Information gathered from analysis of the 2021 census has highlighted a high local demographic of people from Asian or Asian British communities, particularly around Deepdale, however our workforce data indicates low representation. Our goal is to diversify our workforce through building strong connections within the local community, through meaningful consultation which will support an understanding of potential barriers. We want to continue to strengthen ties with our Asian communities in partnership with PNECET and we feel this will create a workplace that will make all feel welcome, connected and part of the PNE family.</p> <p>To further this goal we will continue to strengthen our connections within the Asian communities, utilising contacts from our North End Crescent initiative and other groups/organisations to share job publications to their family and friends for greater reach.</p> <p>In addition, the club fully embraces external inclusion schemes such as the Premier League's Coach Inclusion and Development Scheme (CIDS) and South Asian Action Plan and look forward to continuing with these exciting initiatives.</p>	<p>During the 2026 & 2027 seasons</p>

GOAL 3**DATE****TRAINING, EDUCATION AND WORKFORCE ENGAGEMENT**

Our goal is to provide employees with the skills and information they need to promote a welcoming and inclusive workplace. The club has recently invested in a comprehensive HR platform which will transform our connection with our workforce. It will offer a diverse range of opportunities for gathering training and education information which will inform our future training programmes and procedures.

We will look at innovative information gathering from staff which will include pulse surveys and quizzes, these will provide valuable insight into staff morale and workforce culture. With greater employee participation and information exchange, we will strive to enhance our procedures, planning, and preparedness for equality initiatives.

During the 2026 & 2027 seasons

Name: Zoë Hall

Position: PNE Board Equity, Diversity & Inclusion Champion

Signed: 