



Bradford City Football Club Equality Monitoring Report

Published February 2025

Background

Bradford City, in partnership with our Academy and Community Foundation works across the city to be inclusive and anti-discriminatory and work closely with the EFL, The FA, Kick it Out and Level Playing Field.

We want to ensure that the Club is a place that is child and family friendly, free from discrimination and unfair behaviour and will do everything we realistically can to achieve these objectives.

Bradford City Football Club is committed to promoting equality by treating people fairly and with respect; by recognising inequalities exist, by taking steps to address them and by providing access and opportunities for all members of the community.

Our commitment is to eliminate discrimination based on gender, sexual orientation, marital or civil partnership status, gender reassignment, race (which includes colour, nationality, ethnic or national origin), religion or belief, disability, pregnancy and maternity or age. These are the protected characteristics of the Equality Act 2010.

We will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities.

We will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this statement and the actions and sanctions applicable are regarded as discrimination, whether physical or verbal. This includes any form of 'Hate Crime' which is a crime targeted at a person because of hostility or prejudice towards that person's disability, ethnicity, religion, sexual orientation or transgender identity. The Club will work to ensure that such behaviour is met with the appropriate action in whatever context it occurs, including inappropriate posts through social media.

Bradford City Football Club is committed to promoting equality of opportunity for all staff and job applicants and requires all staff to abide and adhere to the equality legislation, Equality Act 2010, as well as any amendments to this act.

We commit to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate.

On match days we expect all fans to adhere to the EFL Ground Regulations and our ticket terms and conditions. Abusive or discriminatory language and behaviour is not acceptable.

The content of this statement applies equally to the treatment of our staff, customers, supporters, clients and suppliers and is fully supported by the Board of Bradford City Football Club.

As part of this commitment, we have a rolling plan to collect equality data without which it will not be possible to identify any current areas of under-representation or potential inequalities, and as such, it will make it much more difficult for us to tackle these issues.

The monitoring information will also greatly aid our efforts to ensure that all everyone involved in the Club's workforce are treated fairly regardless of age, race, disability, sex, gender identity, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion or belief.

This work is being carried out as part of our responsibilities under the Equality Act 2010 and as part of the accreditation process for the EFL's Code of Practice.



TOGETHER

Bradford City Football Club collected anonymised data to gain an understanding of the diversity of our workforce. This data was collected in December 2024 and was done anonymously and confidentially as part of the EFL Code of Practice and the FA Rule N. (National and local figures have been obtained from the 2021 census).

This will be completed on a bi-yearly basis and will next be published by June 2027.

Age	%	Nat%	Local%
16-24	29.32	8.3	13.0
25-34	18.05	13.5	13.3
35-44	24.06	13.0	13.5
45-54	12.03	13.3	12.5
55-64	12.03	12.6	11.2
65+	4.51	9.9	15.1
Prefer not to say	0.0		

Disability	%	Nat%	Local%
Yes	6.0	17.7	17.1
No	90.0	82.3	82.9
Prefer not to say	4.0		

Sexual Orientation	%	Nat%	Local%
Lesbian or Gay	0.75	1.5	1.08
Heterosexual /Straight	91.73	89.4	88.86
Bisexual	3.01	1.3	1.01
Other Sexuality	1.5	0.2	0.3
Prefer not to say	3.01		

Ethnicity	%	Nat%	Local%
Black, Black British, Caribbean or African	3.0	12.2	2.0
White	78.96	81.8	61.2
Asian or Asian British	15.78	8.5	32.1
Mixed or Multiple Ethnic Groups	2.26	2.9	2.7
Other Ethnic Groups	0.0	2.2	2.0
Prefer not to say	0		

Gender	%	Nat%	Local%
Male	77.0	49.0	49.0
Female	22.0	51.0	51.0
Other Specified	1.0	-	-
Prefer not to say	0.0		

Response Rate	
Employees	146
Response	133
Percentage	91%

Goal
To increase female representation in our workforce by a further 3% by 2027, bringing representation to 25%

Goal
To increase representation of disabled people in our workforce by a further 2% by 2027, bringing representation to 8%

Goal
To increase ethnic diversity in our workforce by a further 2%, bringing representation to 24%

Name	Ryan Sparks
Position	Chief Executive Officer
Signed	