



**Oxford United Football Club** collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in March **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	%	Nat %	Local %
18-24	13.51	8.3	11.7
25-34	33.33	13.5	17.7
35-44	22.52	13	12.7
45-54	14.41	13.3	10.8
55-64	10.81	12.6	9.0
65+	5.41	9.9	11.7
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1.8	1.5	2.37
Heterosexual / Straight	96.4	89.4	80.35
Bisexual	0.90	1.3	3.62
Other Sexuality	0	0.2	0.93
Prefer not to say	0		12.73

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	5.41	12.2	1.3
White	85.59	81.8	86.6
Asian or Asian British	1.8	8.5	7.4
Mixed or Multiple Ethnic Groups	6.31	2.9	3.2
Other Ethnic Group	0.9	2.2	1.5
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	7.21	17.7	14.5
No	90.09	82.3	85.5
Prefer not to say	0		

Gender	%	Nat %	Local %
Male	80.18	49	49
Female	19.82	51	51
Other Specified	0		0
Prefer not to say	0		

Response Rate	
Employees	138
Response	111
Percentage	80.40

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

Goal	Date
Increase disabled employees' representation	30/06/2025

Goal	Date
Increase representation amongst ethnic minority groups	30/06/2025

Goal	Date
Increase representation amongst females	30/06/2025

Name: Tim Williams

Position: CEO

Signed:

