



**Exeter City AFC Limited** 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-yearly basis with the next to be published by June 2027.

Age	%	Nat %	Local %
18-24	19.0	8.3	12.5
25-34	35.4	13.5	13.8
35-44	21.5	13	12.2
45-54	8.9	13.3	11.5
55-64	12.7	12.6	10.6
65+	2.5	9.9	16.7
Prefer not to say			

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	3	12.2	0.9
White	95	81.8	90.3
Asian or Asian British	1	8.5	4.8
Mixed or Multiple Ethnic Groups	1	2.9	2.6
Other Ethnic Group		2.2	1.4
Prefer not to say			

Response Rate	
Employees	79
Response	79
Percentage	100%

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	4	1.5	1.9
Heterosexual / Straight	96	89.4	86.2
Bisexual		1.3	2.8
Other Sexuality		0.2	0.6
Prefer not to say			

Disability	%	Nat %	Local %
Yes	0	17.7	18.9
No	100	82.3	81.1
Prefer not to say			

Gender	%	Nat %	Local %
Male	72	49	49
Female	28	51	51
Other Specified			
Prefer not to say			

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

Goal	Date
To develop annual survey with response rates of 90% to provide a clearer picture of Equality, Diversity & Inclusion across the workforce across all of the above areas.	May 2026

Goal	Date
To develop systems to include the data relating to volunteers, casual workers and therefore the entire workforce of the club	September 2026

Goal	Date
Work with our community trust to provide combined data that reflects the whole club	May 2027

Name: Justin Quick

Position: Chief Operating Officer

Signed:

A handwritten signature in blue ink that reads "Justin Quick". The signature is written in a cursive, flowing style.