



DIVERSITY REPORTING AT LIVERPOOL FOOTBALL CLUB

MAY
25



At Liverpool Football Club, as part of The Red Way - the club's commitment to build a better future for our people, our planet and our communities, we have an unwavering dedication to equality, diversity and inclusion across all that we do.

We are always striving to make a positive impact in the local, national and international communities that we operate within and are proud of our achievements in this important area; being the first club to achieve the Premier League Equality Diversity and Inclusion Standard in 2017, maintaining this ever since, and continually being recognised as a leading club on and off the pitch.

The club's Red Together Strategy encompasses all activity across four strategic priorities; disability, gender, LGBT+ and race. The strategy focuses on how Liverpool Football Club continues to advance its efforts internally and externally, based on four main objectives;

- Making Liverpool Football Club welcoming to all – ensuring our sites remain open and inclusive
- Championing equality, diversity and inclusion – removing barriers to inclusion across everything that we do
- Diversifying our workforce – representing the communities that we operate within
- Creating an equitable and inclusive culture – ensuring a sense of belonging for all

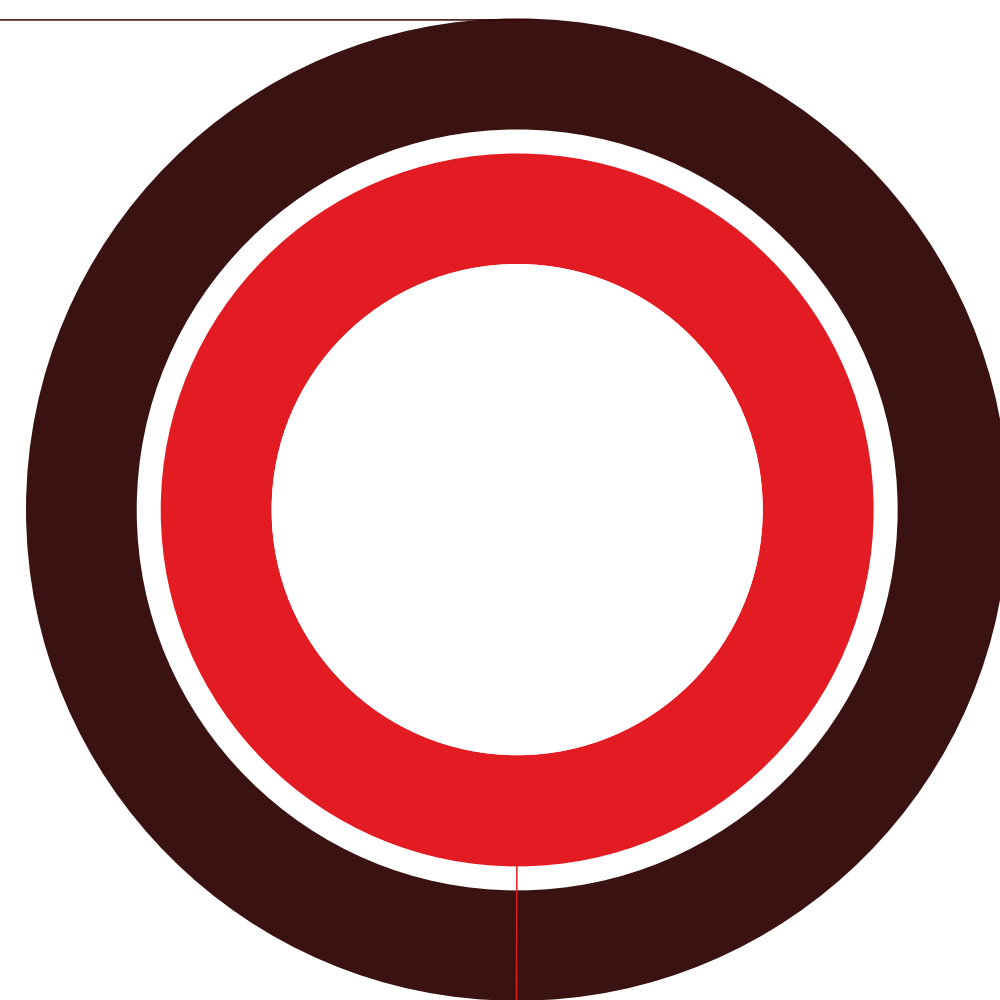
We continue to embed inclusive recruitment techniques into our processes, including being explicit about our desire to encourage diverse talent to join our workforce, engaging with diverse job boards and encouraging colleagues to engage with their own diverse networks. Amongst many other initiatives, the club operates employee inclusion networks across different strands of diversity, who work cohesively to ensure a sense of belonging and inclusivity throughout the business, focusing on key topics such as International Day of Disability, UK Black History Month, LGBT+ History Month, International Women's Day and more.

Liverpool Football Club is fully committed to the principles of the 'Rule N' and recognises the importance of continued progress and effort towards increasing diversity within the football workforce at all levels of the game.

OVERALL RESPONSE RATE

Total (All Workforce)

1031



100%
Return Rate

Board and Senior Leadership

193



100%
Return Rate

Other Staff

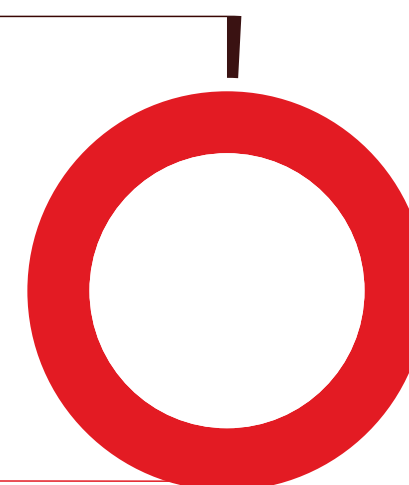
799



100%
Return Rate

Senior Coaching Staff

10



100%
Return Rate

Other coaching staff

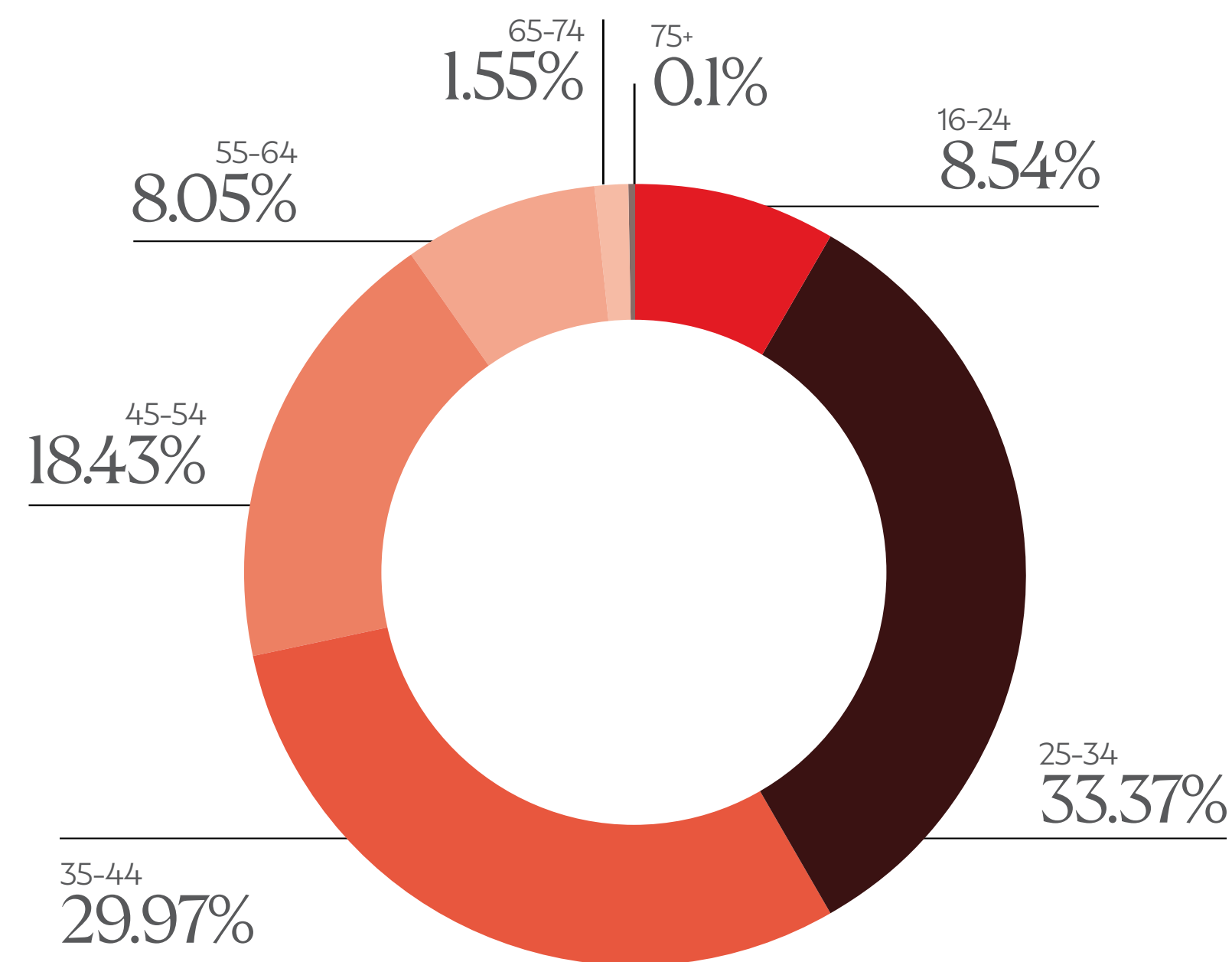
29



100%
Return Rate

AGE

Total (All Workforce)



	Total (all workforce)	Board and Senior Leadership	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
16-24	8.54%	-	11.01%	-	-	10.60%	17.10%
25-34	33.37%	12.95%	38.17%	20.00%	41.37%	13.60%	15.50%
35-44	29.97%	43.5%	26.28%	50.00%	34.48%	13.00%	12.5%
45-54	18.43%	34.19%	14.64%	20.00%	17.24%	13.3%	11.50%
55-64	8.05%	8.80%	7.88%	10.00%	6.89%	12.50%	12.00%
65-74	1.55%	0.51%	1.87%	-	-	9.80%	8.70%
75+	0.10%	-	0.12%	-	-	8.50%	6.60%
Prefer Not To Say	-	-	-	-	-	-	-

DISABILITY

Total (All Workforce)

3.59%

Yes

14.06%

Prefer Not To Say

82.35%

No



National Data

17.3%

Yes

82.7%

No



Local Data

23.8%

Yes

76.2%

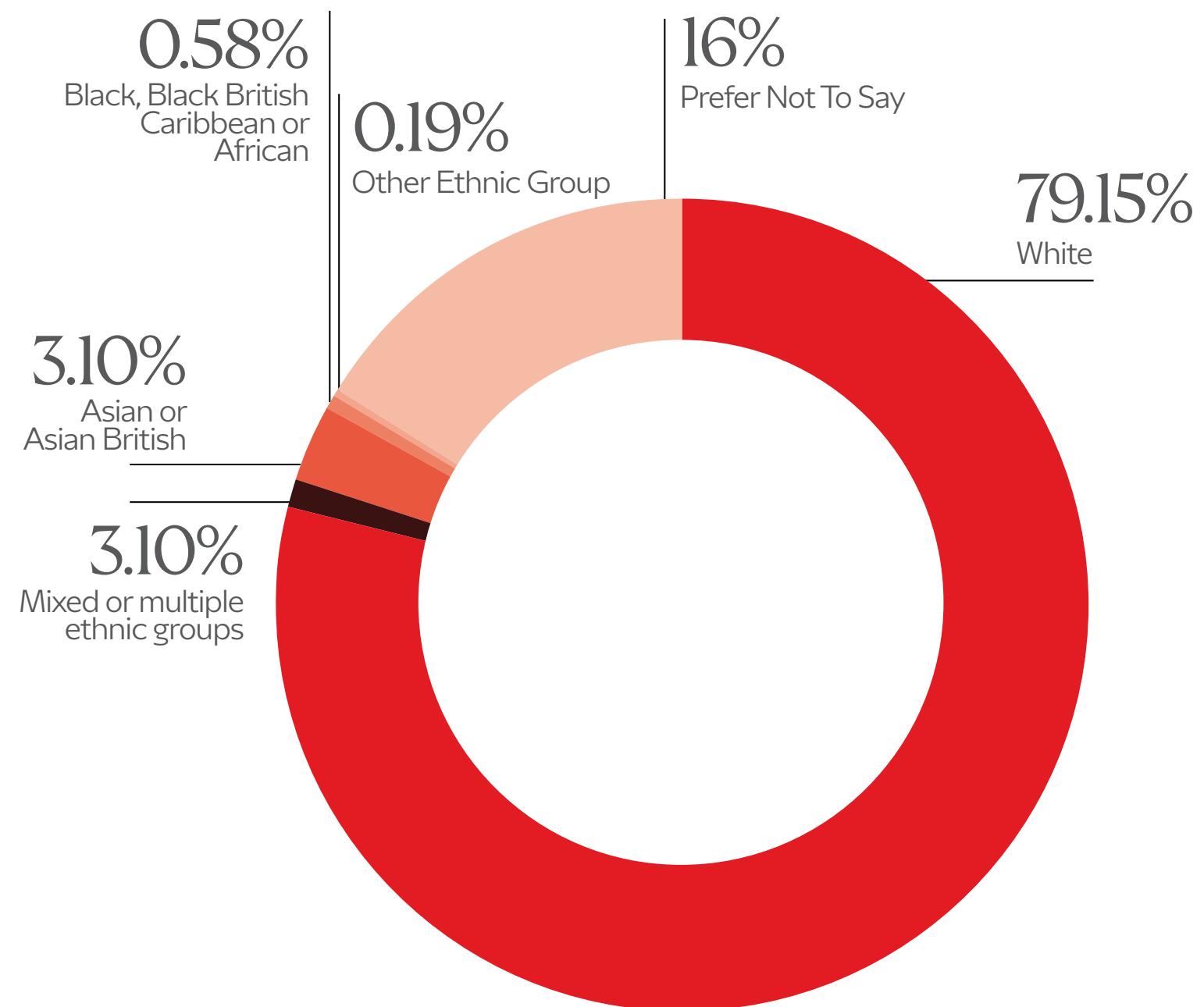
No



In order to comply with the recommended confidentiality guidance, we have only reported our total workforce results.

ETHNIC GROUP

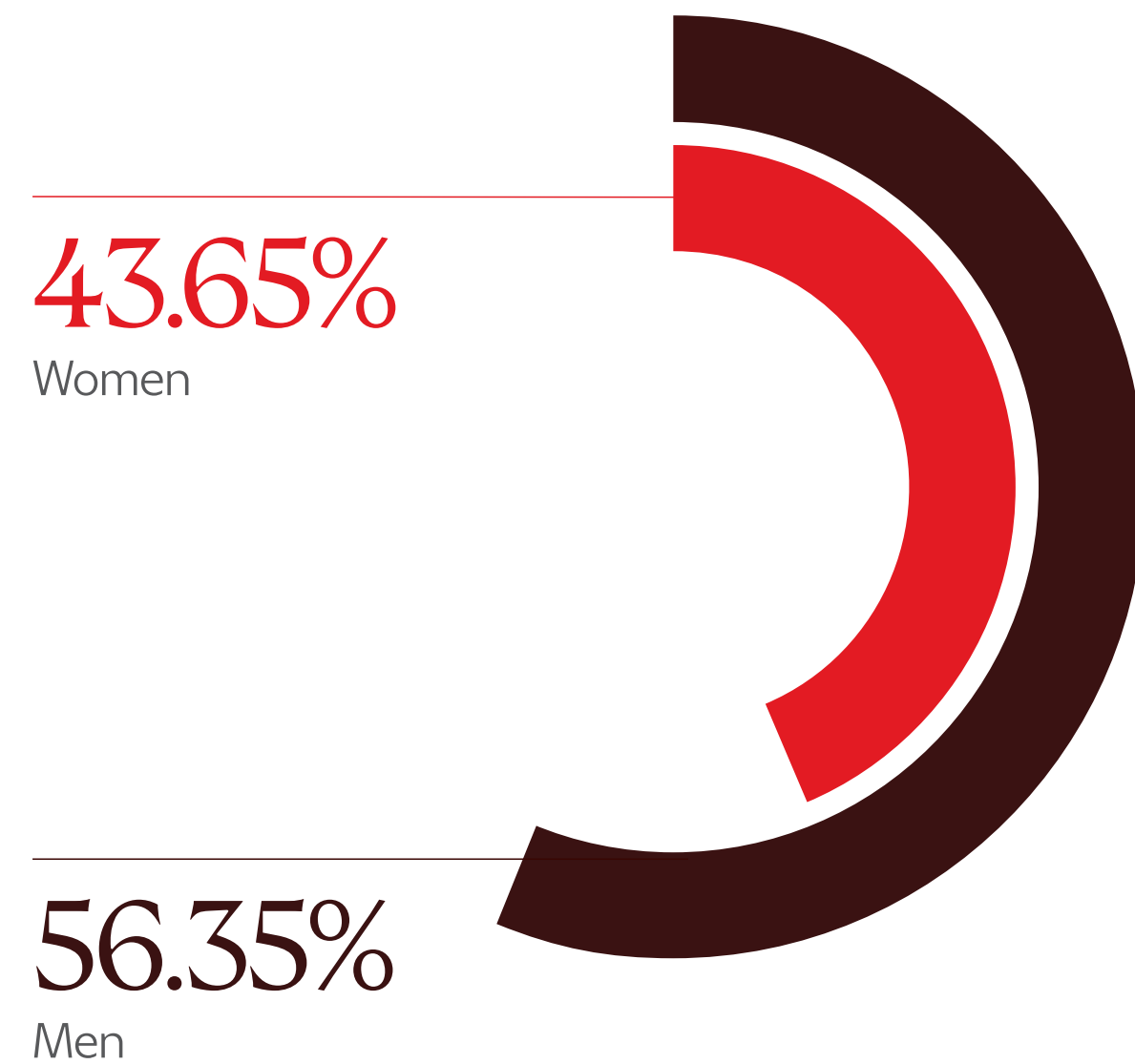
Total (All Workforce)



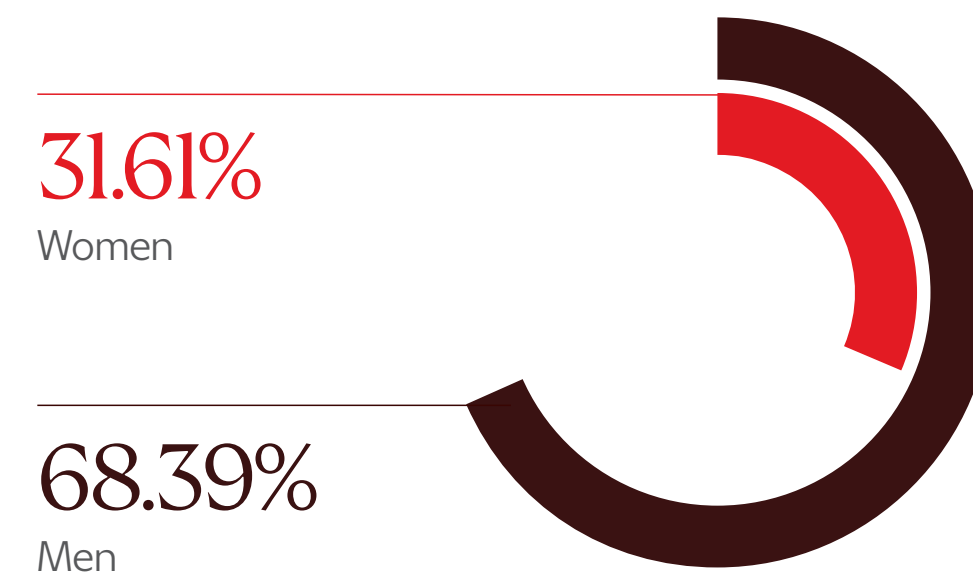
	Total (all workforce)	Board and Senior Leadership	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
Asian or Asian British	3.10%	4.66%	2.75%	-	3.45%	9.60%	5.70%
Black, Black British Caribbean or African	0.58%	1.04%	0.50%	-	-	4.20%	3.50%
Mixed or multiple ethnic groups	0.97%	0.52%	1.13%	-	-	3.00%	3.50%
White	79.15%	80.83%	79.85%	50.00%	58.62%	81.00%	84.00%
Other Ethnic Group	0.19%	0.52%	0.13%	-	-	2.20%	3.30%
Prefer Not To Say	16.00%	12.44%	0.50%	50.00%	37.93%	-	-

GENDER

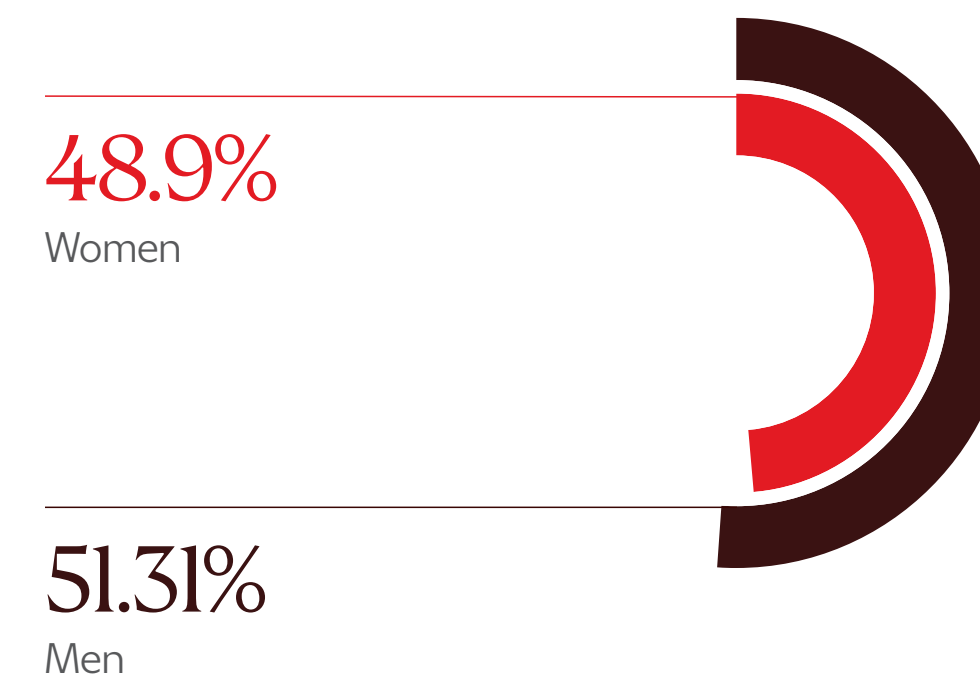
Total (All Workforce)



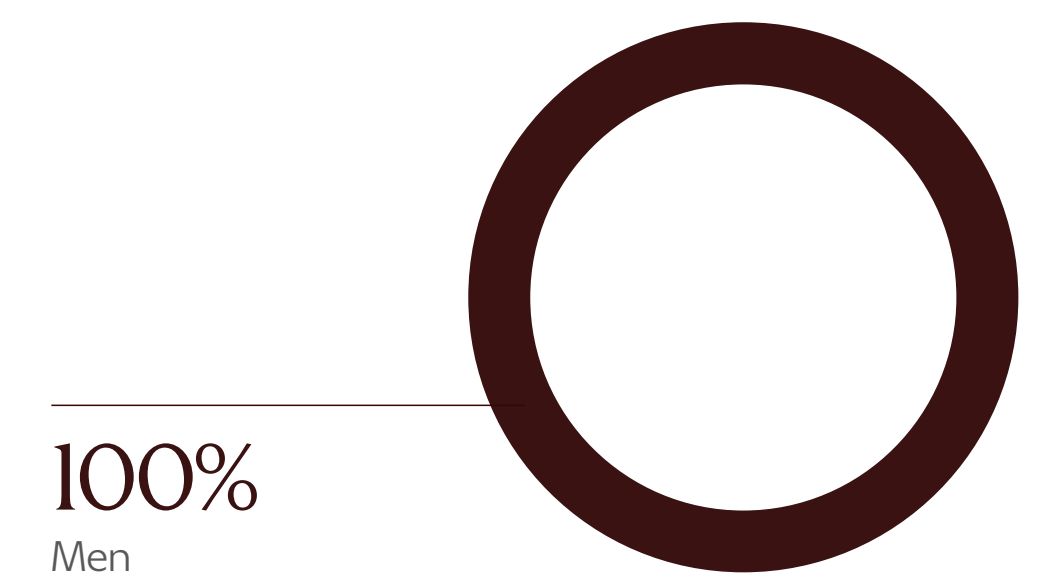
Board and Senior Leadership



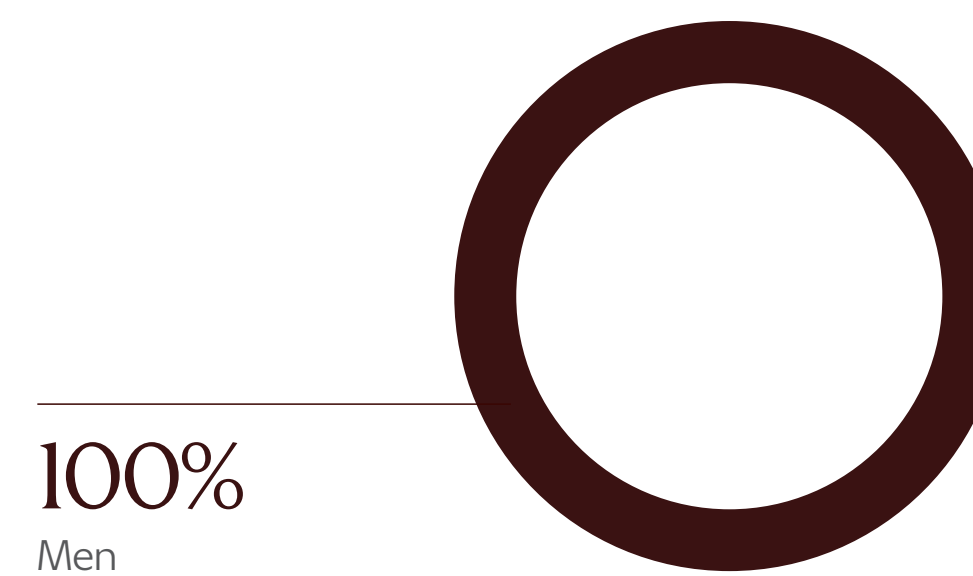
Other Staff



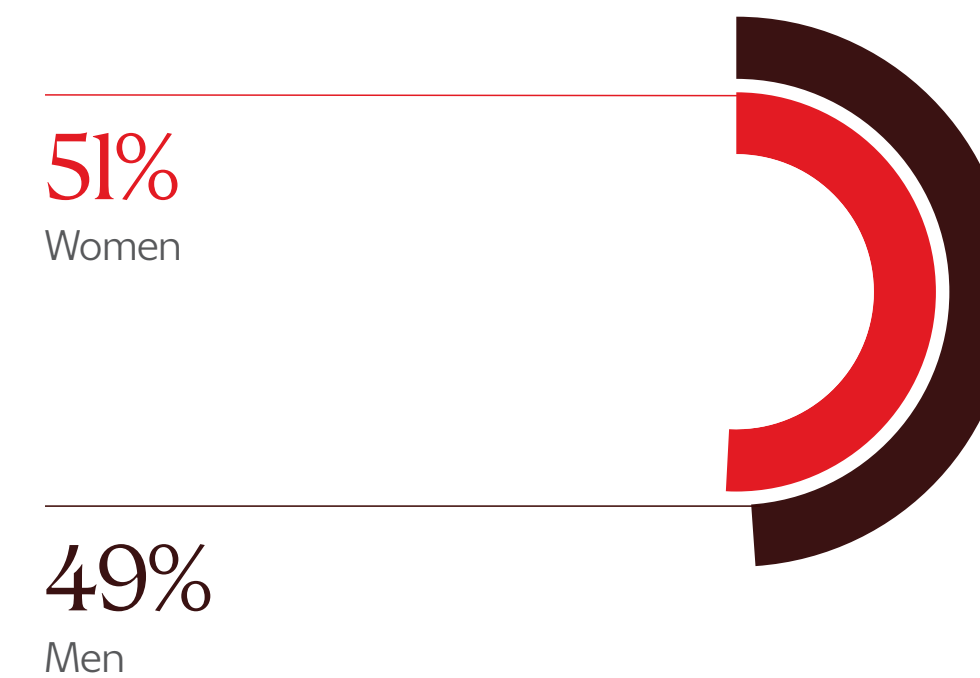
Senior Coaching Staff



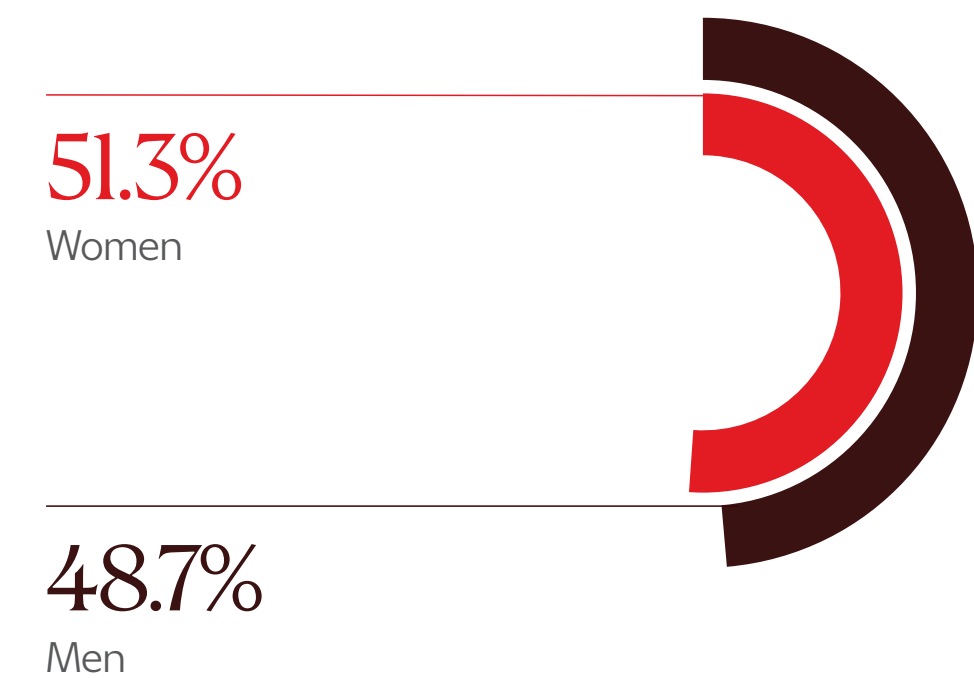
Other coaching staff



National Data



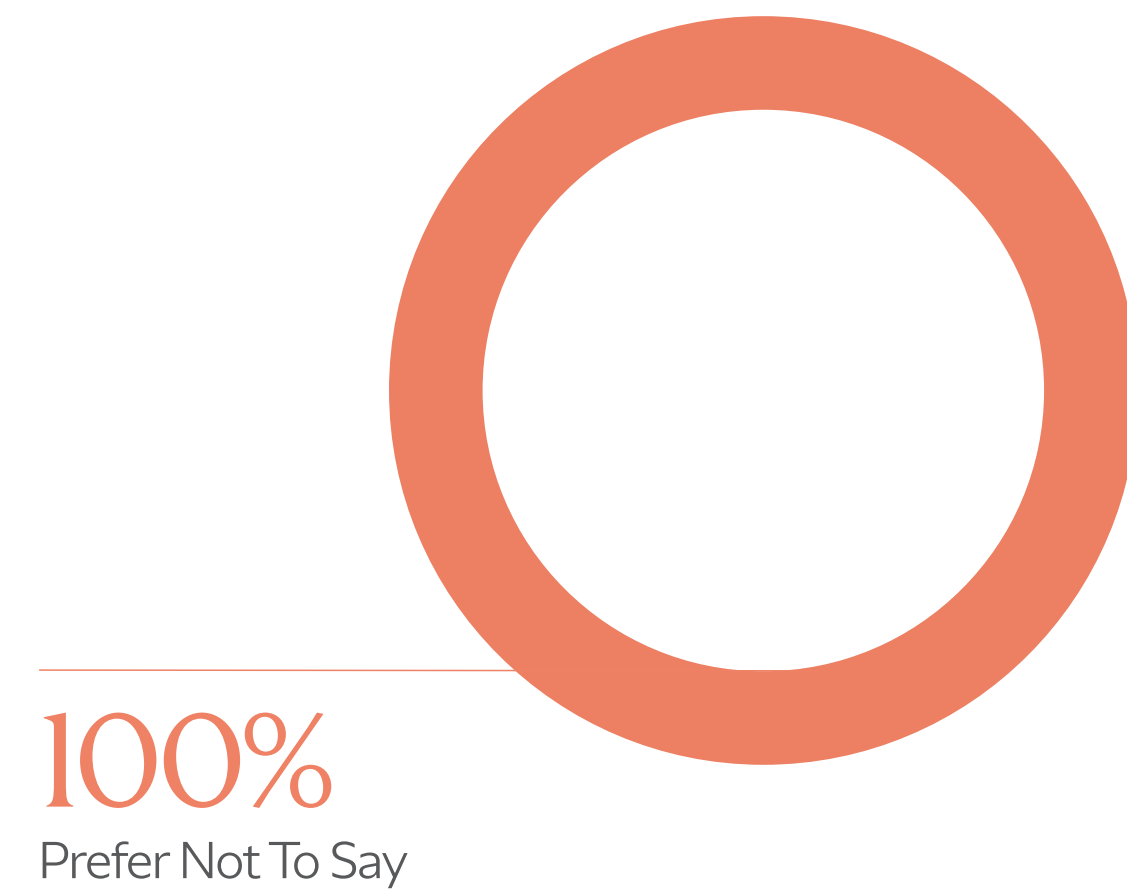
Local Data



*We have used legal sex to be consistent with gender pay gap reporting

GENDER IDENTITY

Total (All Workforce)



Board and Senior Leadership



Other Staff



Senior Coaching Staff



Other coaching staff



We do have a Trans community within our workforce, but in order to protect their anonymity, we have made the decision to mark all answers to this question as Prefer Not To Say.

SEXUAL ORIENTATION

Total (All Workforce)

2.99%

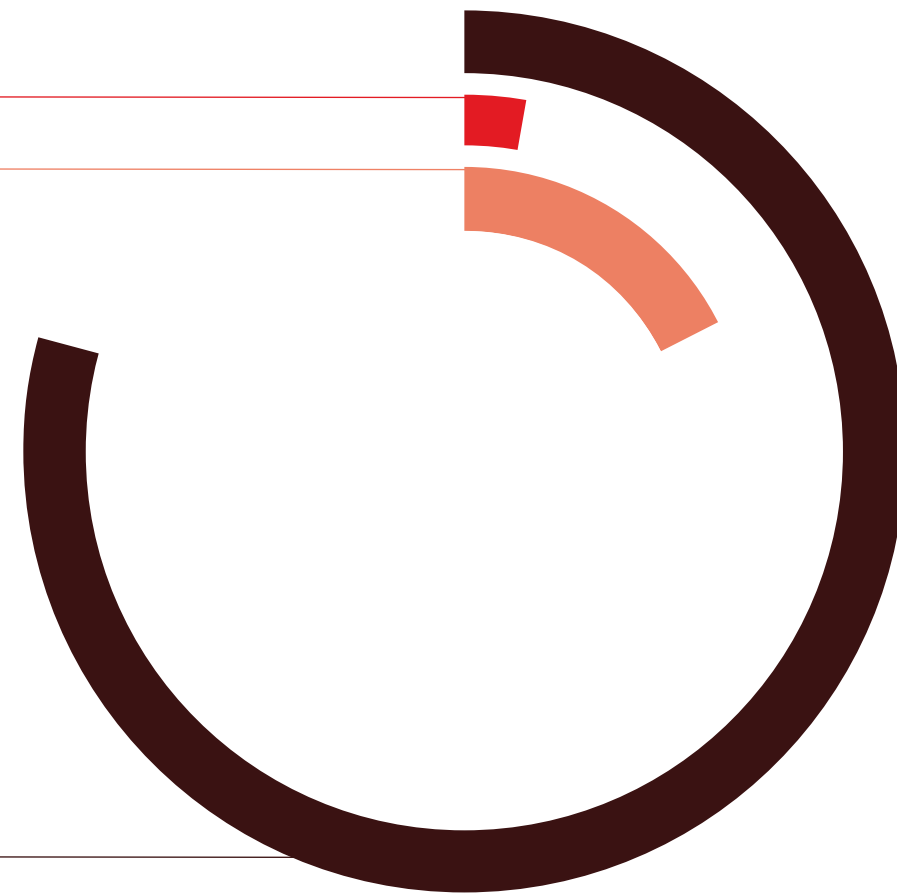
Gay or Lesbian, Bi (bisexual) and Other

17.7%

Prefer Not To Say

79.2%

Heterosexual



National Data

3.10%

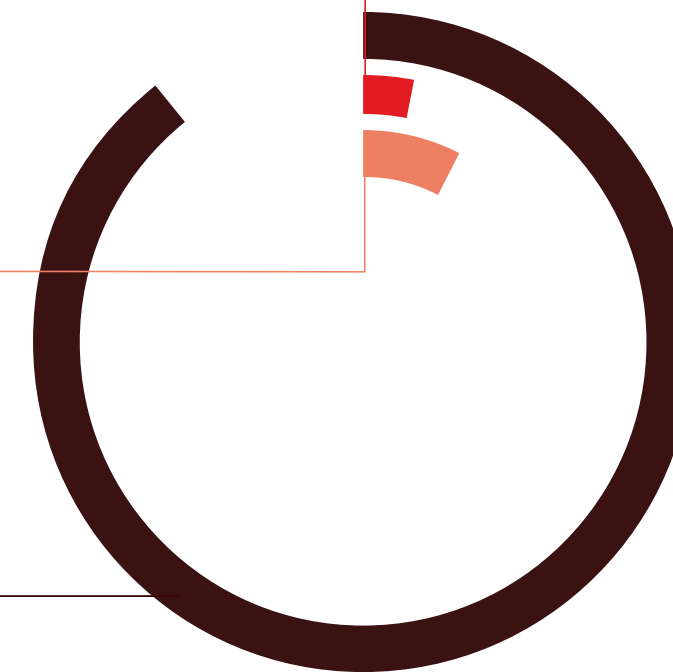
Gay or Lesbian, Bi (bisexual) and Other

7.5%

Prefer Not To Say

89.4%

Heterosexual



Local Data

4.4%

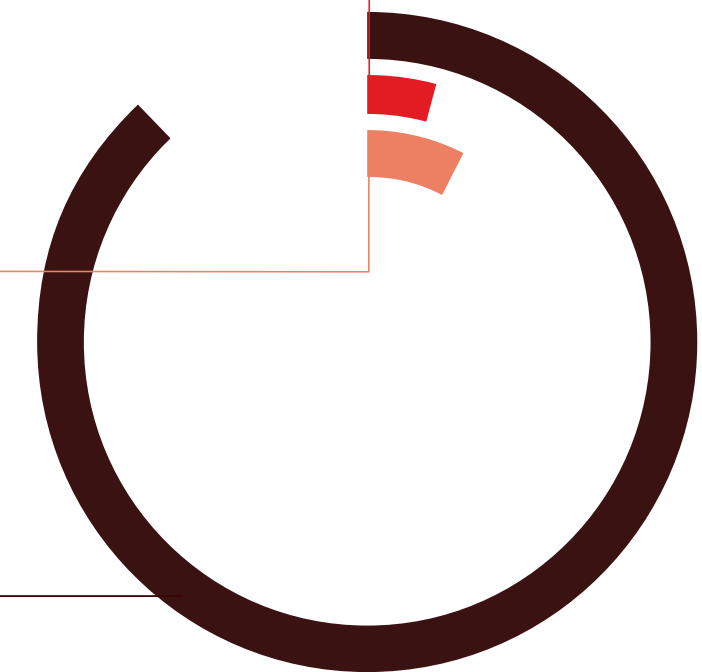
Gay or Lesbian, Bi (bisexual) and Other

7.6%

Prefer Not To Say

88%

Heterosexual



We have made the decision to aggregate the results for Gay or Lesbian, Bi (bisexual) and Other, in order to protect the anonymity of the LGBT+ community within our workforce. Additionally, in order to comply with recommended confidentiality guidance, we have only reported our total workforce results.

