



Cardiff City Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in 2024 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	18.87	8.3	6.2
25-34	36.79	13.5	10.5
35-44	10.85	13	15.5
45-54	13.21	13.3	18.6
55-64	14.15	12.6	16.3
65+	5.19	9.9	14.61
Prefer not to say	.94		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1.89	1.5	1.49
Heterosexual / Straight	95.28	89.4	89.42
Bisexual	1.42	1.3	1.24
Other Sexuality		0.2	.27
Prefer not to say	1.42		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	5.18	12.2	3.8
White	83.96	81.8	79.2
Asian or Asian British	2.83	8.5	9.7
Mixed or Multiple Ethnic Groups	7.07	2.9	4.0
Other Ethnic Group	.94	2.2	3.3
Prefer not to say			

Disability	%	Nat %	Local %
Yes	8.02	17.7	20.5
No	91.90	82.3	79.6
Prefer not to say			

Gender	%	Nat %	Local %
Male	74	49	49
Female	24	51	51
Other Specified			
Prefer not to say	1.4		

Response Rate	
Employees	270
Response	212
Percentage	78%

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

Goal	Date
To increase the percentage of female employees working within the club by 2% from 51% to 53% by June 2027	25 th April 2025

Goal	Date
To increase the ethnicity of our workforce by 2% from 20.8% to 22.8% by June 2027	25 th April 2025

Goal	Date
To increase the percentage of staff with disabilities working within the club by 2% from 20.5% to 22.5 by June 2027	25 th April 2025

Goal	Date
To increase the sexual orientation of our workforce by 2% from 3% to 5% by June 2027	25 th April 2025

Name: Ken Choo

Position: Chief Executive Officer

Signed:

