

Background

Bristol Rovers Football Club, in collaboration with our Academy and the Bristol Rovers Community Trust, works across our local area and the city of Bristol to be inclusive and welcoming to all.

It is the priority of all employed at Bristol Rovers Football Club to ensure that the Club is, first and foremost, a place that is free from discrimination and unfair practices, is both child and family friendly, and that every employee, supporter, and individual feels safe and accepted on our premises.

The Club recognises that inequalities exist in our society and is committed to taking steps to addressing them, and will continue to promote equality by treating all people fairly while providing opportunities for all members of our community.

We are committed to the principle of equality and equal opportunities in employment. We recognise and understand our obligation to actively pursue the elimination of discrimination on the grounds of gender, age, disability, race, sex, sexual orientation, religion or belief, gender reassignment, marital or civil partnership status, and pregnancy or maternity. These are the protected characteristics of the Equality Act 2010, and The Codes of Practice published by the Equality and Human Rights Commission and the European Commission for the elimination of discrimination.

The Club is also committed to equality of opportunity for all staff and job applicants, and requires all employees to abide and adhere to the equality legislation in the Equality Act 2010.

On matchdays, the Club expects all supporters to follow the EFL Ground Regulations and the Club's own ticket purchase terms and conditions. Any actions considered abusive, discriminatory or threatening will not be tolerated.

The Club is committed to the immediate and full investigation of any claims, when brought to its attention, of discriminatory or abusive behaviour. Should those claims be founded the Club is further committed to ensure such practice ceases and appropriate sanctions are imposed.

The content of this statement applies equally and fully to all staff, supporters, customers, clients, suppliers, sponsors and partners at Bristol Rovers Football Club, and is fully supported by the Chairman and the Board of Directors at Bristol Rovers Football Club.

In support of this commitment, the Club will collect equality data which will aid in identifying areas of under-representation or potential inequalities, allowing Bristol Rovers Football Club to effectively tackle these issues.

This work is carried out in recognition of our responsibilities under the Equality Act 2010, and our continued support for the EFL's Code Of Practice.



Bristol Rovers Football Club 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.

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

| Age | % | Nat % | Local % |
|-------------------|-------|-------|---------|
| 18-24 | 41.14 | 8.30 | 16.32 |
| 25-34 | 17.71 | 13.50 | 18.69 |
| 35-44 | 11.43 | 13.00 | 14.60 |
| 45-54 | 10.86 | 13.30 | 11.33 |
| 55-64 | 12.00 | 12.60 | 9.63 |
| 65+ | 6.29 | 9.90 | 12.87 |
| Prefer not to say | 0.57 | | |

| Sexual Orientation | % | Nat % | Local % |
|-------------------------|-------|-------|---------|
| Lesbian or Gay | 1.71 | 1.50 | 2.20 |
| Heterosexual / Straight | 89.71 | 89.40 | 85.45 |
| Bisexual | 5.14 | 1.30 | 3.08 |
| Other Sexuality | 0.57 | 0.20 | 0.78 |
| Prefer not to say | 2.86 | | |

| Ethnicity | % | Nat % | Local % |
|--|-------|-------|---------|
| Black, Black British, Caribbean or African | 10.29 | 12.20 | 5.80 |
| White | 79.43 | 81.80 | 81.10 |
| Asian or Asian British | 4.57 | 8.50 | 6.70 |
| Mixed or Multiple Ethnic Groups | 0.57 | 2.90 | 4.50 |
| Other Ethnic Group | 4.57 | 2.20 | 1.90 |
| Prefer not to say | 0.57 | | |

| Disability | % | Nat % | Local % |
|-------------------|-------|-------|---------|
| Yes | 4.00 | 17.70 | 19.40 |
| No | 94.29 | 82.30 | 80.60 |
| Prefer not to say | 1.71 | | |

| Gender | % | Nat % | Local % |
|-------------------|-------|-------|---------|
| Male | 67.43 | 49.00 | 49.64 |
| Female | 31.43 | 51.00 | 50.36 |
| Other Specified | 0 | | 0 |
| Prefer not to say | 1.14 | | |

| Response Rate | |
|---------------|-------|
| Employees | 212 |
| Response | 175 |
| Percentage | 82.55 |

| Goal | Date |
|--|-----------------------------|
| <p>To address the balance between male and female workers at the Club. We want to ensure that the representation of women within the Club reaches at least 37%.</p> <p>The Club strongly believe that no career path should be closed to someone due to their gender or gender identity. We wish to work alongside organisations such as universities and national programmes to ensure that our job opportunities reach everyone who is qualified, irrespective of sex.</p> | 30 th March 2027 |

| Goal | Date |
|---|-----------------------------|
| <p>Bristol has an Asian population that equates to 6.7% of the local community. Whereas, in the Club's workforce, this is only 4.62%. We want to ensure that this figure reaches 6%.</p> <p>The Club is seeking to undertake a number of inclusive events to showcase itself in a welcoming and positive light that is sensitive to the cultural backgrounds of its local community, thus making it a more approachable employer.</p> | 30 th March 2027 |

| Goal | Date |
|--|-----------------------------|
| <p>The response rate of this survey reached a marginal figure of 82.55%, whereas it should ideally have been more than 85% when compared with other clubs.</p> <p>Therefore, we will work toward achieving a higher response rate of over 90% in the next EDI survey by making the survey itself more appealing and convenient, using targeted incentives, following up closely with continuous reminders, and commencing the survey much earlier than required.</p> | 30 th March 2027 |

Name: Khaled Alkandari

Position: Director

Signed:

Khaled Alkandari