



Tranmere Rovers Football Club
Equality Monitoring Report

Published April 2025

Tranmere Rovers Football Club – Equality, Diversity & Inclusion Statement

Tranmere Rovers Football Club, in partnership with our Academy and Community Foundation, works across the Wirral area to promote inclusivity and challenge discrimination in all its forms. We work closely with the EFL, The FA, Kick It Out, and Level Playing Field to support a positive and welcoming environment for all.

We are committed to ensuring that our Club is a safe, child- and family-friendly space that is free from discrimination and unfair behaviour. We will do everything within our power to achieve and uphold these values.

Tranmere Rovers Football Club is dedicated to promoting equality by treating everyone fairly and with respect. We acknowledge that inequalities exist and are committed to addressing them by improving access and opportunity for all members of our community.

Our commitment includes eliminating discrimination based on **gender, sexual orientation, marital or civil partnership status, gender reassignment, race (including colour, nationality, ethnic or national origin), religion or belief, disability, pregnancy and maternity, or age**—the protected characteristics under the **Equality Act 2010**.

We will ensure that everyone involved with the Club—staff, supporters, customers, partners, and suppliers—is treated fairly and with dignity, and has access to participate in and enjoy our activities. Harassment, bullying, abuse, or victimisation—whether verbal, physical, or online—will not be tolerated and will be considered discriminatory behaviour. This includes all forms of **hate crime**, such as targeting someone based on disability, ethnicity, religion, sexual orientation, or gender identity.

The Club is committed to promoting equal opportunities in all employment practices and requires all staff to comply with equality legislation, including the Equality Act 2010 and any of its amendments.

We will promptly investigate any complaints or reports of discrimination, and where issues are identified, we will act to stop the behaviour and apply appropriate sanctions.

On matchdays, we expect all supporters to follow **EFL Ground Regulations** and our **ticket terms and conditions**. Discriminatory or abusive behaviour will not be tolerated.

This statement applies equally to the treatment of staff, supporters, clients, and service providers and is fully endorsed by the Board of Tranmere Rovers Football Club.

As part of our ongoing commitment, we are implementing a plan to collect equality data across our workforce. This data is essential to identifying areas of under-representation and addressing any potential inequalities. It will also help ensure that everyone working at the Club is treated equitably, regardless of age, race, disability, sex, gender identity, sexual orientation, marital or civil partnership status, pregnancy and maternity, religion, or belief.

This work forms part of our responsibilities under the Equality Act 2010 and supports our efforts to meet the standards of the **EFL Code of Practice**.



Tranmere Rovers Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **April 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	20	8.3	4.7
25-34	23	13.5	11.7
35-44	25	13	17.9
45-54	16	13.3	12.6
55-64	10	12.6	21.4
65+	6	9.9	22
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.6
Heterosexual / Straight	95	89.4	90.7
Bisexual	3	1.3	1
Other Sexuality	0	0.2	0.3
Prefer not to say	2		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0	12.2	0.4
White	98	81.8	95.2
Asian or Asian British	0	8.5	2.3
Mixed or Multiple Ethnic Groups	0	2.9	1.5
Other Ethnic Group	2	2.2	0.6
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	15	17.7	22.8
No	83	82.3	77.2
Prefer not to say	2		

Gender	%	Nat %	Local %
Male	61	49	51.6
Female	39	51	48.4
Other Specified	0		
Prefer not to say	0		

Response Rate	
Employees	70
Response	61
Percentage	87.14%

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

Goal	Date
To increase female representation in our workforce by 6% by 2027, bringing the representation to 45%.	2027
Goal	Date
Our goal is to ensure that more ethnic groups are meaningfully represented within the club, in alignment with both local and national demographics.	2027
Goal	Date
To encourage more applications and participation from underrepresented age groups, ensuring that the club benefits from a broad range of experiences, perspectives, and skills.	2027

Name: Greg Clayton

Position: Head of Finance and Company Secretary

Signed: