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ALL TOGETHER NOW
A football family for everyone

EQUITY & INCLUSION

PROGRESS REPORT

2025/26

ALL TOGETHER NOW

A football family for everyone

ALL TOGETHER NOW
is the Everton family's commitment to creating a fair and inclusive society that is free from hate, injustice and discrimination.

ESTABLISHED IN
2018

The commitment guides our principles and approach to inclusivity, while also driving activity to challenge **racism**, **support our LGBTQ+ communities** and **improve accessibility**.



A FOOTBALL FAMILY
where everyone feels

RESPECTED
CELEBRATED
& EMPOWERED

regardless of their identity or background.

A place where everyone feels that they belong.

A MESSAGE FROM OUR CEO

As I reflect on my first year as Chief Executive Officer, it is clear to see how much inclusion, social impact and creating change is woven into the fabric of the Club.

What has stood out most is not just the scale of activity, but the genuine care and purpose that underpins it. Whether it's creating more inclusive and accessible environments, building deeper connections with our fans, or delivering meaningful change in our communities, this work reflects the very best of who we are as a Club and should make us all proud to be Blue.

These achievements don't happen by accident. They are the result of thoughtful collaboration, persistence, and a shared belief that we can make a positive difference. I have been consistently impressed by the manner in which our colleagues and teams go beyond expectations; finding new ways to listen, to include, and to inspire.

It was fantastic to see our inclusion campaign, **All Together Now**, be recognised with what will now be an annual dedicated fixture. And I was proud to see how our Hill Dickinson Stadium welcomed members of our community to celebrate Ramadan earlier on in the year – the first of a range of events to celebrate the cultural diversity which makes this Club and city so great.

Ensuring our Club is reflective of our local community is key, and our work to support Agent Academy CIC has seen the Club employ two of their Programme alumni. Additionally, the partnership work between Everton in the Community and OCS has been a great success, providing learning and employment opportunities to young people across the region.

Although this report can't fully reflect the scale of what's been achieved, I'm proud of what we have been able to highlight, and of our continuous commitment to progress.

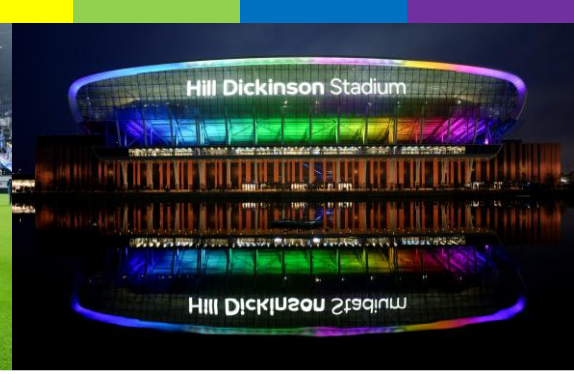
ANGUS KINNEAR
Chief Executive Officer



EDI HIGHLIGHTS

The Club held its second game dedicated to celebrating **All Together Now – a** date which has now become a permanent fixture in the calendar. This will sit alongside other dedicated fixtures for **No Room for Racism** and **Premier League With Pride.**





Everton became the first Premier League Football Club to be accredited as a **Living Pension** employer. The move will help ensure all staff, including lower-paid workers, are supported to save for a decent standard of living in retirement. Everyone who works at Everton will now receive a total annual pension contribution of at least £2,950, with a minimum of £1,720 coming from the Club, pro-rated for part-time staff.





More than 200 people engaged and attended games from community groups across the city through our Initiative ticketing allocation.

These have included young people and vulnerable adults who would never usually be able to access a Premier League football game, are from diverse backgrounds, and are part of grassroots and community organisations.



Everton Women enjoyed their landmark first season at **Goodison Park.** Their first game at the iconic stadium – currently the only dedicated Women's football stadium in the country - was against **Tottenham** Hotspur on 14 September 2025.



Everton delivered a successful **LGBTQ+ History Month** event for internal colleagues and external guests.

Thanks to our fantastic panellists - Catherine from **Be What You See,** Francis from **Mersey Marauders,** and influencer/Football Referee, **Mikey Connor.**

BENCHMARKS & STANDARDS

The Club continues to work towards achieving and maintaining key legal, regulatory and industry benchmarks and standards.

Frameworks like the Premier League's Equality, Diversity and Inclusion Standard, and the FA's Rule N, remain important to our inclusion and social impact strategies.

Similarly, signing up to initiatives like the Real Living Wage and Living Pension are also a key part of our ambitions to create a fully inclusive organisation.

Work continues to maintain our Disability Confident, and Fair Employment Charter status. And there is a clear drive towards ensuring our Gender Pay gap is decreasing.

As this work develops, the Club is aligning itself with global **Environmental, Social & Governance standards,** including the **United Nations Sustainable Development Goals (SDGs).**

The Club's current inclusion work aligns with 10 of the SDGs:



Premier League Equality Standard Advanced Award

LIVING WAGE FOUNDATION

The FA FOR ALL

LIVERPOOL CITY REGION Fair Employment Charter

disability confident

SUSTAINABLE DEVELOPMENT GOALS

EDI DATA

FA Reporting Rule N mandates clubs to publish workforce diversity data.

The Football Association, along with the Premier League, EFL and Women's Professional Game, introduced a new rule into the sport, placing further importance on inclusion and representation.

Everton continues to work to diversify the organisation at all levels to ensure it is reflective and representative of the community it serves. Whilst this is a longer-term project, the Club is seeing small positive changes.

The Club has seen a 5% increase in women/females joining the organisation's ranks, alongside a 1.2% increase in those who identify as LGBTQ+. More people from Black, Asian and other ethnic minorities have also joined the Club in the last year.

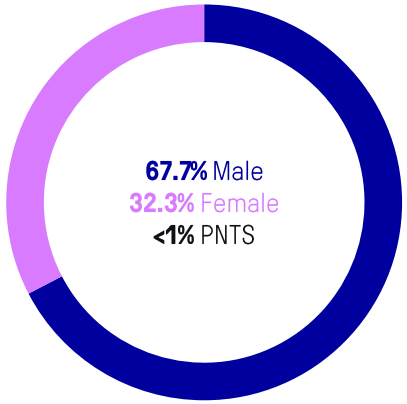
Positively, there has been an increase in disabled people joining the organisation and disclosing they have a disability or long-term health condition. To support this further, 'Prefer Not To Say' rates have also decreased.

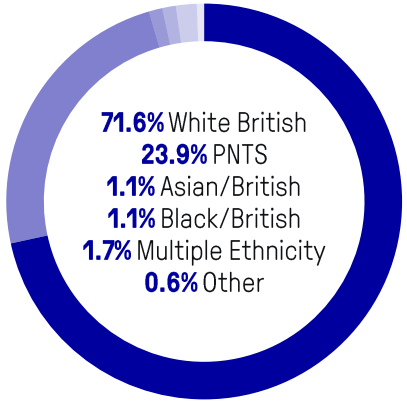
A summary of the Club's workforce diversity data shows representation at the Club still falls below local and national averages, according to Census 2021 data.

The data summary on this page is a snapshot of Everton Football Club, Everton Football Club Women, and Everton in the Community. The data shown in Appendix 1 only relates to those at Everton Football Club and not the Women's team or EITC as per FA and Premier League Rule N requirements.

SUMMARY DATA

A more detailed picture can be found in **Appendix 1.**







67.2% Heterosexual
30.6% PNTS
2.2% LGB



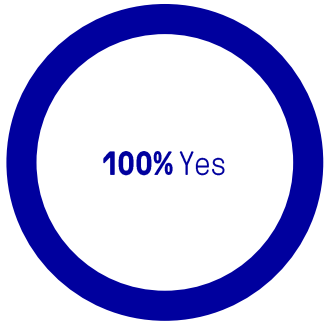
0.6% Trans/Non-Binary
53.4% Not Applicable
46% PNTS



89.0% PNTS
7% No, Disability/HC
4.0% Yes, Disability/HC

WHAT PEOPLE SAID

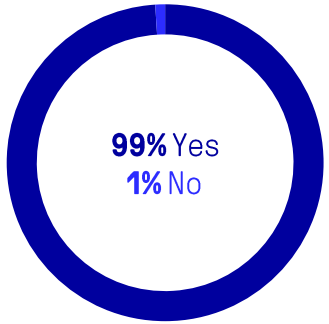
Feedback is essential to the development of our equity and inclusion work at Everton. As our work evolves, we capture feedback from those involved. Here is a snapshot of what people said...



Do you feel confident/knowledgeable following the event/project/workshop?



How would you rate the success of the the event/project/workshop?



Do you think the event/project/workshop achieved its objective?



How would you rate the communications for the event/project/workshop?

> *A great event, it promoted community cohesion effectively. In the current climate in our country, such events are essential. Well done...*
>
> - Iftar 2026 Participant

> *A very informative session. Well delivered, with the opportunity for participants to discuss/speak honestly and openly about the topic.*
>
> - Sexual Harassment Prevention Workshop Participant

> *Thank you Everton for inviting us to be part of your Pride celebrations. It was such a good day and we're looking forward to next year. My son loved it.*
>
> - LCR Pride 2025 Participant

118 Respondents

CASE STUDY

Agent Academy

AGENT ACADEMY
SOCIAL MOBILITY INITIATIVE

Agent Academy is a community interest company based in Liverpool and Manchester which supports young people – particularly those from diverse backgrounds – into employment.

Agent Academy has built a strong track record of tangible outcomes:

- 5,000+ young people supported across the North West.
- Around 72% of learners come from disadvantaged communities.
- Alumni are twice as likely to stay in their first job longer than the UK average.
- The programme has helped generate tens of millions in salaries and hundreds of jobs in various sectors.

The Club has collaborated with the Academy in several ways, including setting client challenges that give young people real-life experience, providing space for Academy programmes, and using the organisation's talent search services—resulting in two Agent Academy alumni being employed by the Club.

Sana Aboarook joined Everton as our Impact & Inclusion Apprentice, whilst Sam Parry joined as apprentice in our Academy Operations team. They are completing apprenticeships in Corporate Responsibility/Sustainability and Business Administration respectively.

This initiative forms part of the Club's drive to diversify the organisation and ensure it is reflective and representative of the local communities it serves.



SAM PARRY
ACADEMY OPERATIONS APPRENTICE



SANA ABOAROOK
IMPACT & INCLUSION APPRENTICE

CASE STUDY

CELEBRATING RAMADAN 2026

Everton welcomed around 100 members of the local Muslim community, supporters and civic leaders to Hill Dickinson Stadium for the Club's first-ever Iftar event, held during the holy month of Ramadan.

Attendees got the opportunity to come together in the spirit of Respect, Celebrate and Empower to learn more about Ramadan. As well as supporting Liverpool's Muslim communities, the event illustrated Everton's commitment to fostering an inclusive culture within the Club and across the game.

The event began with an opening talk from Sheikh Abdul Karim, a respected elder and local Imam, who shared a thoughtful reflection on the significance of Ramadan, explaining its importance both to Muslims and to the wider community.

Guests then heard from a panel of speakers who discussed what Ramadan means in their own lives and how they balance the spiritual aspects of fasting with their professional and personal commitments. One of the panel members and driving forces behind the event was the Club's Fan Advisory Board member, Fawad Munir.

100% of feedback about the event showed that participants felt more confident and knowledgeable about Ramadan following their participation in the evening.

The evening was the first of a range of events to celebrate the cultural diversity which makes the Club and city so rich.



> *A great event, it promoted community cohesion effectively. In the current climate in our country, such events are essential. Well done...*
>
> *I'm thrilled to have been a part of this inaugural event for Everton Football Club and look forward to attending again next year!*
>
> **- Event Attendees**

CASE STUDY

EVERTON IN THE COMMUNITY & OCS ACADEMY

The OCS Academy Programme—funded by the Merseyside Youth Guarantee Trailblazer—has demonstrated an extraordinary commitment to social mobility for young people in the Liverpool City Region.

The programme aims to improve the skills, experience and job prospects of young people by providing them with training opportunities, employability skills and pathways to employment.

Since January 2026, every young person enrolled on the OCS Academy has achieved a basic First Aid qualification, a Level 2 Spectator Safety with NGTC Training and ACT – Action Counter Terrorism certification. A guaranteed interview with OCS for roles at Hill Dickinson Stadium was also on offer.

The success of this work is strengthened by the alignment between OCS's organisational culture and the Club and Everton in the Community's values.

Around 30% of the participants were female, and 15% of the cohorts were from non-white backgrounds.

Approximately 86% of participants secured a positive employment outcome. Whilst 100% of participants successfully achieved their training accreditations and accessed employment support.

> *For the first time in a while, I enjoyed completing a job application. It asked if I had a disability, which I don't consider my Autism to be, but it asked if I am neurodiverse and I ticked 'yes'! I already feel like I want to be part of this team.*
>
> - EITC Participant



CASE STUDY

MATCHDAY SENORY ROOM

The Sensory Box and Sensory Room, located on Level 2 in the West Stand, are designed to create an inclusive and supportive matchday experience for supporters with sensory needs.

The offering forms part of a range of accessible services provided by the Club to supporters on matchdays.

Since its launch, the Sensory Room and Box have been fully booked, with more than 19 families benefitting from the services. Whilst the service is only available by booking in advance, occasionally – due to need – adhoc use has been provided to supporters.

Other accessible and inclusive facilities provided at Hill Dickinson Stadium include quiet rooms, breastfeeding and baby-changing facilities, and multi-faith rooms.

Julie and Stephen Simpson have been one of the families who have benefited from using the facilities. Their son, Joe, is autistic and has now been able to attend matches with his family.

Julie and Stephen co-founded **Autism Adventures**, an organisation that supports families living with autism.

They approached the Club about creating a sensory area over 11 years ago and were instrumental in ensuring this was factored into the build of Hill Dickinson Stadium.

"We're absolutely made up with the finished product, it's even better than we imagined," said Julie, reflecting on her role in helping to curate the space that allowed Joe to experience his first ever matchdays aged 21.



> *Hearing families now saying, 'I've put our names down, I'm going to be taking the kids to a game', it's amazing... That feeling you get coming [to a match] when you've never been able to do it, it's something else.*
>
> - Stephen Simpson



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APPENDIX 1

WORKFORCE EDI DATA

2025-2026

Club – not including Everton FC Women or Everton in the Community – as per The FA and Premier League reporting criteria for Rule N

FA RULE N

The FA FOR ALL

OUR DATA

Data covers the period of May 2025 – May 2026
Local figures provided reflect the North West region of the England.
• = Data redacted to comply with GDPR legislation/Fewer than 10 individuals could be identified
Club – not including Everton FC Women or Everton in the Community – as per The FA and Premier League reporting criteria for Rule N
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CATEGORY	NUMBER	RETURN RATE
Number of Board, Executive Leadership and staff	469	100%
Number of Board and Senior Leadership	26	100%
Number of other employees	411	100%
Number of Senior Coaching staff	7	100%
Number of other Coaching staff	25	100%

SEX	TOTAL	BOARD/SLT	OTHER EMPLOYEES	SENIOR COACHES	OTHER COACHES	LOCAL DATA	NATIONAL DATA
Male	73.1%	76.9%	70.8%	100%	100%	49.0%	49.0%
Female	26.9%	23.1%	29.2%	0.0%	0.0%	51.0%	51.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.06%	0.06%
Prefer Not To Say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

GENDER IDENTITY DIFFERENT TO SEX REGISTERED AT BIRTH	TOTAL	LOCAL DATA	NATIONAL DATA
Yes (Different to registered sex at birth)	*	0.23%	0.23%
No (Same registered sex at birth)	*	94.2%	93.5%
Prefer Not To Say	48.4%	5.0%	6.0%
TOTAL	**100%**	**100%**	**100%**

ETHNICITY	TOTAL	BOARD/SLT	OTHER EMPLOYEES	SENIOR COACHES	OTHER COACHES	LOCAL DATA	NATIONAL DATA
White/British	69.7%	73.1%	71.0%	*	52.0%	85.6%	81.7%
Black/British	*	0.0%	*	0.0%	*	2.3%	4.0%
Asian/British	*	0.0%	*	0.0%	*	8.4%	9.3%
Multiple Ethnicities	*	0.0%	*	0.0%	*	2.2%	2.9%
Other Ethnicities	*	*	*	0.0%	0.0%	1.5%	2.1%
Prefer Not To Say	25.8%	26.9%	24.8%	*	*	0.0%	0.0%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

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SEXUAL ORIENTATION	TOTAL	BOARD/SLT	OTHER EMPLOYEES	SENIOR COACHES	OTHER COACHES	LOCAL DATA	NATIONAL DATA
Heterosexual	66.9%	73.0%	67.1%	*	68%	90.3%	89.4%
Gay/Lesbian	*	0%	*	0%	0%	1.7%	1.5%
Bisexual	*	0%	*	0%	0%	1.2%	1.3%
Other	0%	0%	0%	0%	0%	0.3%	0.3%
Prefer Not To Say	31.5%	*	31.3%	*	*	6.5%	7.5%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

DISABILITY	TOTAL	BOARD/SLT	OTHER EMPLOYEES	SENIOR COACHES	OTHER COACHES	LOCAL DATA	NATIONAL DATA
Yes (Disabled)	4.1%	*	4.1%	0%	0%	19%	18%
No (Non-Disabled)	6.8%	*	6.6%	0%	*	81%	82%
Other	*	0%	*	0%	0%		
Prefer Not To Say	88.3%	76.9%	88.3%	*	96%	0%	0%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

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AGE	TOTAL	BOARD/SLT	OTHER EMPLOYEES	SENIOR COACHES	OTHER COACHES	LOCAL DATA	NATIONAL DATA
16-24	7.5%	0%	8%	0%	*	8.0%	10.0%
25-34	32.6%	*	34%	0%	44%	13.0%	14.0%
35-44	26%	42.3%	25%	*	*	12.4%	13.0%
45-54	16.2%	*	15.5%	*	*	13.0%	13.0%
55-64	13.2%	*	13.6%	*	*	13.0%	13.0%
65+	4.5%	*	3.9%	*	*	21.9%	22.0%
PNTS	0%	0%	0%	0%	0%	18.7%	15.0%
TOTAL	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

The work to build a truly inclusive Club is ongoing, driven by our commitment to ensuring Everton reflects the people and communities we serve – providing fair and equitable access to opportunities for all.

We recognise that our current workforce does not yet reflect the demographic of our local or national population. Increasing representation of people from historically excluded or underrepresented backgrounds is a key priority, and we are actively taking steps to address this imbalance.

Some data has been redacted to protect the anonymity of colleagues across the Club and comply with GDPR legislation.

We have broadened the reach of our recruitment efforts by partnering with local educational institutions, community groups and other stakeholders.

In addition to advertising roles on the Club's website, LinkedIn and other social media channels, we also share opportunities through targeted professional networks and employment programmes.

We are committed to employing appropriate Positive Action initiatives that support applications from candidates of all backgrounds and are recognised as a Disability Confident employer. We also regularly offer reasonable adjustments during the recruitment process to ensure everyone has a fair opportunity to succeed.

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