



ALL
TOGETHER
NOW

A football family for everyone

EQUITY & INCLUSION

PROGRESS REPORT

2024/25

ALL TOGETHER NOW

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ALL TOGETHER NOW

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

ESTABLISHED IN
2 0 1 8

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 Everton enters a new era, bolstered by the opportunities our state-of-the-art Hill Dickinson Stadium will bring, it is crucial that we reaffirm our commitment to our All Together Now campaign and the vital work we do in advancing equity and inclusion.

As the new Chief Executive Officer, I recognise the importance of strong leadership and support in this area. In my short time at the Club, it has been inspiring to learn about the successes of All Together Now over the past six-and-a-half years and the exciting plans to build on those going forward.

Everton has a long and proud history of promoting inclusion, and our efforts speak for themselves. We were pioneers in appointing the league's first Race Equality Manager in the 1990s. We were also one of the first clubs to implement the Real Living Wage, and we continue to uphold the Premier League's highest standards for Equality, Diversity, and Inclusion.

Our commitment to accessibility is reflected in the structural improvements made to better serve disabled supporters at Goodison Park, while our new home, Hill Dickinson Stadium, stands as a beacon of accessibility. With more than 270 wheelchair bays, sensory facilities, and multi-faith rooms, it is one of the most inclusive venues in British and European football.

Similarly, the recent announcement that Everton Women will make Goodison their permanent home from the 2025/26 season further strengthens the Club and The Friedkin Group's dedication to growing and investing in the women's game.

I am proud to have joined a Club that strives to be open to all, that tackles and calls out injustice, and that takes positive action to ensure that football - and society as a whole - is truly inclusive for everyone.

ANGUS KINNEAR
Chief Executive Officer



EDI HIGHLIGHTS



Advanced Award

Everton maintains the **Advanced** level of the Premier League's **Equality, Diversity and Inclusion Standard**.

SHOW RACISM THE RED CARD

Abdoulaye Doucoure stands firm against hate and educates youngsters at a **Show Racism The Red Card** event held at Goodison Park.



Everton is named as a joint recipient of **UEFA's FootbALL Award** alongside Liverpool FC. The award, given by the governing body's Human Rights Steering Group, is presented at the 2025 UEFA Respect Forum after the clubs issued a joint statement condemning racist abuse aimed at Abdoulaye Doucoure following February's Merseyside derby.

Investment into the women's game continues as the Club announces **Goodison Park** as the new home of **Everton Women**.



Agent Academy

Everton sponsors **Agent Academy** youth development programme supporting diverse young people into careers. The group researched ways in which the Club can continue to attract diverse job applicants.



Everton Disabled Supporters' Association names **Seamus Coleman** as patron during **Level Playing Field's Unite for Access** activation at **Hill Dickinson Stadium**.



Progression towards opening **Hill Dickinson Stadium** continues. Our new home will feature a **sensory room**, **sensory box** and world-class accessible facilities.

CASE STUDY

SAY SOMETHING- REPORTING CAMPAIGN

As part of the All Together Now campaign, Everton launched 'Say Something' during the 2024/25 season - a drive to promote and increase the number of reports of discrimination and harassment at the Club.

Following amendments to the Equality Act 2010, and the introduction of the Sexual Harassment Prevention Duty, which mandates employers to actively prevent sexual harassment and abuse, the 'Say Something' initiative underlines the Club's stance on this type of behaviour and removes barriers to people reporting sexual harassment.

The reporting system, which can accept anonymous reports, can also log incidents of racism, homophobia and other forms of discrimination and harassment.

Initially launched internally, this initiative is an addition to annual mandatory compliance training and in-person Sexual Harassment Awareness sessions delivered for staff in partnership with RASA Merseyside.

RASA Merseyside | Sexual Violence Services

SAY SOMETHING!



CASE STUDY

EDSA AND UNITE FOR ACCESS

The 2024/25 Unite for Access campaign, organised by disability sports charity Level Playing Field, saw Seamus Coleman become a patron of Everton Disabled Supporters' Association (EDSA).

During a familiarisation tour of Everton's new Hill Dickinson Stadium, EDSA members were surprised by Club captain Coleman, who informed them he had accepted their invitation to take up the honorary role.

The group of supporters were joined by representatives from Level Playing Field and given a tour of the stadium's accessible facilities by Alix Waldron, Director of New Stadium Development, who has spearheaded the build.

In 2021, EDSA named Everton Giant Peter Reid and acclaimed film director Rob Sloman as their first ever patrons, with Coleman now taking up the title in recognition of his support of their work.

“

I'm very proud to have been asked down here and invited to become a patron of EDSA. They're all thanking me but it's a massive honour, and I've always wanted to play a big part in supporting groups like EDSA in my time at the Club.

Seeing how much they have enjoyed the tour, and learning how their matchday experience will improve here, it's been a really enjoyable day.

SEAMUS COLEMAN



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.

Rule N mandates that all clubs report on their workforce diversity on the first day of June every two years. Clubs who fail to do this could face a £50,000 fine.

The rule emphasises the need to ensure the industry is reflective of the communities it serves, and that football is truly working to be inclusive.

Clubs will report on the make-up of their organisations in relation to people who identify as being from the following the groups:

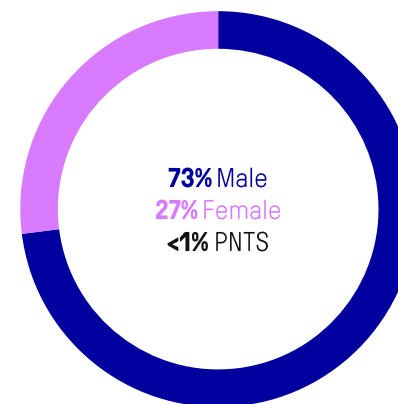
- Sex/Gender
- Age
- Sexual/Romantic Orientation
- Disability/Long Term Health Condition
- Race/Ethnicity

Clubs' reporting data will ensure that all staff and groups are captured, and, in order to safeguard data, no sample size lower than 10 people will be reported in isolation.

SUMMARY DATA

A more detailed picture can be found in [Appendix 1](#).

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



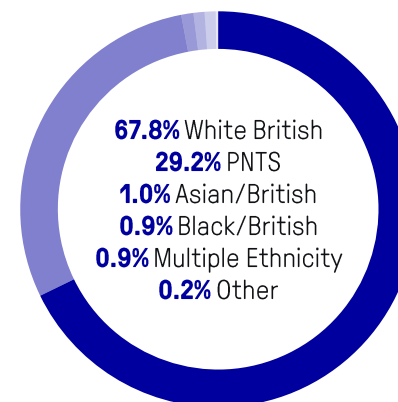
64% Heterosexual
35% PNTS
1% LGB



0.6% Trans/Non-Binary
49.4% Not Applicable
50% PNTS



88.7% PNTS
7.5% No, Disability/HC
3.8% Yes, Disability/HC





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APPENDIX 1 WORKFORCE EDI DATA



FA RULE N



| AGE | TOTAL | BOARD/SLT | OTHER EMPLOYEES | SENIOR COACHES | OTHER COACHES | LOCAL DATA | NATIONAL DATA |
|--------------|-------------|-------------|-----------------|----------------|---------------|-------------|---------------|
| 16-24 | 7.4% | 0.0% | 8.4% | 0.0% | 0.0% | 8.3% | 10.3% |
| 25-34 | 31.7% | * | 33.0% | 0.0% | 44.4% | 13.0% | 14.0% |
| 35-44 | 28.6% | * | 27.0% | * | 40.7% | 12.4% | 13.0% |
| 45-54 | 13.9% | * | 13.2% | * | * | 13.0% | 13.0% |
| 55-64 | 14.3% | * | 14.8% | * | * | 13.0% | 13.0% |
| 65+ | * | * | * | 0.0% | * | 21.9% | 22.0% |
| PNTS | * | * | * | 0.0% | 0.0% | 18.7% | 17.0% |
| 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 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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