

Diversity & Inclusion Report 2025/26

Introduction

At Leicester City Football Club, inclusion is fundamental to who we are. It shapes how we work, how we engage with our communities and how we create opportunities for people to participate, belong and thrive.

Based in one of the UK's most diverse cities, we recognise our responsibility to reflect and represent the communities we serve. We are committed to creating an environment where everyone feels welcome, respected and valued, whether they engage with us as supporters, participants, staff, volunteers or partners.

Throughout the 2025/26 season, we continued to embed equity, diversity and inclusion across all areas of our Club, with the approach centred on three key priorities:

1) **Building an inclusive culture**
2) **Celebrating and championing diversity across our Club and communities**
3) **Driving growth, innovation and positive change through inclusion**

This work extends across our entire Club, from matchday experiences and community programmes to workforce development, education and engagement initiatives.

The following Report showcases some of the key activity delivered during the season and the impact achieved through our ongoing commitment to supporting people with disabilities, ethnically diverse communities, women and girls, and the LGBTQ+ community.

Delivered in partnership with LCFC Women, Leicester City in the Community, various supporter groups, local organisations and strategic partners, these initiatives demonstrate the power of football to bring people together, inspire belonging and create lasting positive change.

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Vision & Mission

Inclusion is not a standalone initiative at Leicester City - it is a principle that underpins everything we do.

Our commitment to creating a welcoming, respectful and equitable environment guides our decisions, shapes our culture and influences how we engage with our people and communities.

Our vision and mission provide the foundation for this work, setting out the ambition that drives us forward and the values that define how we achieve it.

VISION

To lead the way in creating a game and a community where everyone has an equal opportunity to belong, contribute and succeed.

MISSION

To champion a culture of inclusion across every part of Leicester City, ensuring that each person connected to our Club feels seen, heard, valued and empowered to be themselves.

Employees

The table below indicates the make-up of our workforce in 2025 and 2026.

Categories	2025	2026	2021 Census (Leicester)	2031 Targets
Disabilities	1.6%	1.4%	12.1%	4%
Ethnically Diverse Communities	11%	14.1%	51.6%	26%
LGBTQ+	1.4%	1.3%	2.7%	4.2%
Women & Girls	25.2%	27.4%	51%	37%

We are aware we have set ambitious targets, both in the short and long term, but we are committed to working towards them.

Since starting to gather our data, there has been steady growth across our priority groups, however we recognise there is a long way to go as we seek to better reflect our communities.

We remain committed to publishing our workforce data, with the aim of using the information to provide ongoing support to our staff.



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Learning & Development

Learning and Development is a core element of our inclusive work at Leicester City, with staff accessing related material in-person or via our Learning Management System.

During the 2025/26 season, we have:

Delivered more than 40 training and education sessions

Delivered more than 60 hours of inclusive training

Worked with more than 1200 attendees

Of the training delivered:

92 per cent of staff said their knowledge had increased as a result of the training received

4 per cent of staff said they are committed to applying their learnings to their day-to-day roles

This feedback highlights the value of ongoing education in driving awareness, challenging perceptions and embedding inclusive practices across all areas of our Club.

Disabilities

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Disability Matters Fixture

This seasonal fixture continues to highlight the work we deliver, on and off the field, to help supporters with disabilities.

Our game at home to Queens Park Rangers was our dedicated Disability Matters matchday in 2025/26 and community participants from our disability programmes had the opportunity to be player escorts, leading the team out onto the pitch.

We also welcomed members of the Disability Support Association to the Foxes Fanstore to meet fans so they could find out more about their work.

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Sensory Packs

Our sensory packs, which include items such as ear defenders and sensory tangles, are available for every game at King Power Stadium for supporters living with autism, their families or carers.

They are designed to improve the matchday experience for fans living with autism and are part of our commitment as a Disability Confident Leader employer.

Disability Support Association

The Disability Support Association was founded in 1997 and they have a close working relationship with our Football Club.

The main aim of the group is to highlight the needs of supporters with disabilities and to raise awareness for all fans with visible and hidden disabilities.

They are an independent and voluntary non-profit organisation, self-funded by membership fees and fundraising.



Neurodiversity Training

Academy staff from across our Men's and Women's teams attended neurodiversity training as they seek to provide further support to our players.

Former professional footballer, Chris Hussey, Player Wellbeing Executive at The PFA, attended the session as he shared his personal experiences with the group.



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Ethnically Diverse Communities

Anti-Racist Coaching

Academy coaches participated in the Premier League's Anti-Racist Coaching (ARC) programme, designed to strengthen understanding of the ARC principles and their application in everyday coaching practices.

The training encouraged coaches to consider the lived experiences and perspectives of players, while exploring how coaching approaches can be adapted to better meet the cultural needs of players and their families.

As part of the programme, each coach made a personal commitment to embedding ARC principles within their role, helping to create a more inclusive and supportive environment across our Academy.



Show Racism The Red Card

An inspiring educational session was delivered to school pupils at King Power Stadium by representatives from Show Racism the Red Card.

More than 60 children from primary and secondary schools in Leicestershire attended the activity on Filbert Way.

As part of the event, pupils had the opportunity to meet our Development Squad defender, Mirsad Ali, who took the time to discuss the importance of challenging racism within schools and communities.



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Navratri Celebration

The annual Hindu celebration brought more than 150 people together for a special event in the Community Hub at King Power Stadium.

Participants enjoyed music and dance while they also created the Leicester City crest using traditional methods often connected with the celebration.

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Women & Girls



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Menopause Action Plan

As part of our ongoing commitment to creating a supportive and inclusive workplace, we launched our Menopause Action Plan to further strengthen awareness and understanding across our Club.

To support this, we engaged 30 senior leaders in dedicated training designed to deepen understanding of the impact of menopause and the importance of informed leadership in the workplace.

This was complemented by a Women's Health Expo, delivered in partnership with Over The Bloody Moon and Freedom4Girls, providing staff with access to expert guidance and resources to support health, wellbeing and open conversation.



What's Your Story?

The What's Your Story? programme, centred on empowerment, is designed to give girls the space and confidence to explore who they are, where they come from and what matters to them.

Through a series of creative workshops, participants are encouraged to share their own stories in ways that feel fun, expressive and meaningful.

The project, run by Leicester City in the Community, is a player's pilot scheme launched alongside former LCFC Women defender Sophie Howard, which is funded by The PFA through the Premier League Foundation.



Belvoir Drive Tour

Rick Passmoor and Sam Tierney welcomed LCFC Women supporters to Belvoir Drive for an exclusive behind-the-scenes tour and live Q&A.

The event was available to all LCFC Women Season Ticket Holders, giving an opportunity for our fans to take in the day-to-day working areas of City's players.

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LGBTQ+

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Football v Homophobia

We continued to demonstrate our commitment to the Football v Homophobia campaign at our fixture against Norwich City.

Alongside visible matchday support for the initiative, we commissioned a dedicated video to encourage supporters to report any form of discrimination they witness, reinforcing the importance of speaking up and helping to create a safer, more inclusive environment at matches.

Following the game, Foxes Pride, our LGBTQ+ supporter group, met with staff and fellow fans to strengthen connections, share experiences and promote allyship across our Club and wider fanbase.

Leicester Pride

We were proud to once again stand in celebration with the LGBTQ+ community as we supported Leicester Pride in August 2025.

As part of the celebrations, we joined forces with our LGBTQ+ supporter group, Foxes Pride, and local inclusive football team, Leicester Wildecats, to host a vibrant and welcoming stall at Abbey Park, offering giveaways, signed LCFC merchandise and information about our ongoing inclusion work.

Our famous mascot, Filbert Fox, also enjoyed the event by taking part in the Pride Parade through the city centre.



Pride Conference

Leicester City in the Community and the Leicestershire LGBTQ+ Centre hosted their inaugural Pride Conference, bringing together staff, community members and local stakeholders to strengthen understanding of LGBTQ+ inclusion and lived experiences.

The event provided an opportunity to showcase the vital work delivered by the Leicestershire LGBTQ+ Centre across our region, highlighting the support available to LGBTQ+ individuals and the ongoing needs within the community.

Alongside this, the conference focused on the importance of allyship, encouraging attendees to reflect on how they can actively support inclusion and contribute to creating safer, more welcoming environments both within and beyond our Club.



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Mental Health & Wellbeing

Well Played

The delivery of our Well Played programme continued for the 2025/26 season, with more than 90 staff members engaging in activities.

The sessions follow a 30-minute online format covering a wellbeing related topic. Themes range from ‘The Power of Self Compassion’ to ‘Controlling the Controllables’, with each activity delivered by a colleague from the psychology department of our Academy.



Wellbeing Playbook

We launched our Wellbeing Playbook for staff as part of Stress Awareness Month in April, with the toolkit a simple guide for colleagues to support their mental health and wellbeing.

This builds on the retraining of 13 Mental Health First Aiders from Leicester City, LCFC Women and Leicester City in the Community.

Mind Coffee Morning

Leicester City in the Community's MIND coffee mornings continue to run each week at King Power Stadium.

Held in partnership with mental health charity, MIND, the coffee mornings provide a safe space for attendees to talk and be heard while receiving support from trained staff and professionals.

Over the past 12 months, almost 100 people have attended sessions on Filbert Way.

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University Mental Health Café

In partnership with De Montfort University, coaches from Leicester City in the Community host a mental health café on campus, supporting students and staff with any mental health challenges they may be experiencing.

Supporters

The connection with our supporters is key, and we want our fanbase to reflect the communities we serve.

The table below highlights the growth of our fanbase against our priority groups. This growth indicates we are on course to reach our set targets in 2030.

	Priority Groups			
Season	Disabilities	Ethnically Diverse Communities	LGBTQ+	Women & Girls*
2017/18	5%	6%	3%	20%
2018/19	7%	6%	3%	20%
2019/20	8%	7%	3.6%	21%
2022/23	9%	8%	3.8%	22%
2024/25	12%	9%	3.5%	21%
2030	15%	15%	4%	25%

**Measured by the proportion of women who are LCFC Season Tickets Holders.*

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Inclusion Strategy Consultation

From May 2025 to April 2026, colleagues from our EDI team met with Club staff and a group of Leicester City supporters across four consultation sessions to define what inclusion looks like at our Club over the next three to five years.

Staff and supporters evaluated our achievements and areas to improve, with a key focus of the consultation sessions being how we can better connect our work through the new strategy with our employees and fans.

We plan to launch our new strategy at the beginning of the 2026/27 season.

Impact

Across our key inclusion priorities for the 2025/26 season, we have summarised the impact achieved in the table below:

Priorities	Detail	Impact	Outcomes
Leadership & Integration	Integrate inclusive practices into our core operations and decision-making processes through targeted training programmes and transparent goal setting	Increased education and awareness	Three-year Menopause Action Plan launched internally Gender Pay Gap Report published with Club narrative
Data & Reporting	Establish clear metrics to assess the impact of DEI initiatives and track progression which can be translated into reports – this is our external commitment to developing inclusion at Leicester City	Measure impact to help drive growth	New Inclusion Strategy to be launched at the start of 2026/27 season Matchday reporting process agreed Discussions to launch a Wellbeing Survey during the 2026/27 season Held our first ever Women's Health XPO

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Priorities	Detail	Impact	Outcomes
Education & Awareness	Develop staff engagement through a range of initiatives, training and events	Drive engagement and amplify employee voice	First phase of LCFC inclusive curriculum delivery to staff completed Anti-racist coaching follow up session delivered by the Premier League Wellbeing Playbook launched
Collaborative Impact	Collaborate with local and national organisations to leverage resources, share best practice and amplify our Club's inclusive impact across the sector and beyond	Increased engagement with local and national organisations	Partnership development with national organisations to engage our mental health aims and objectives with supporters

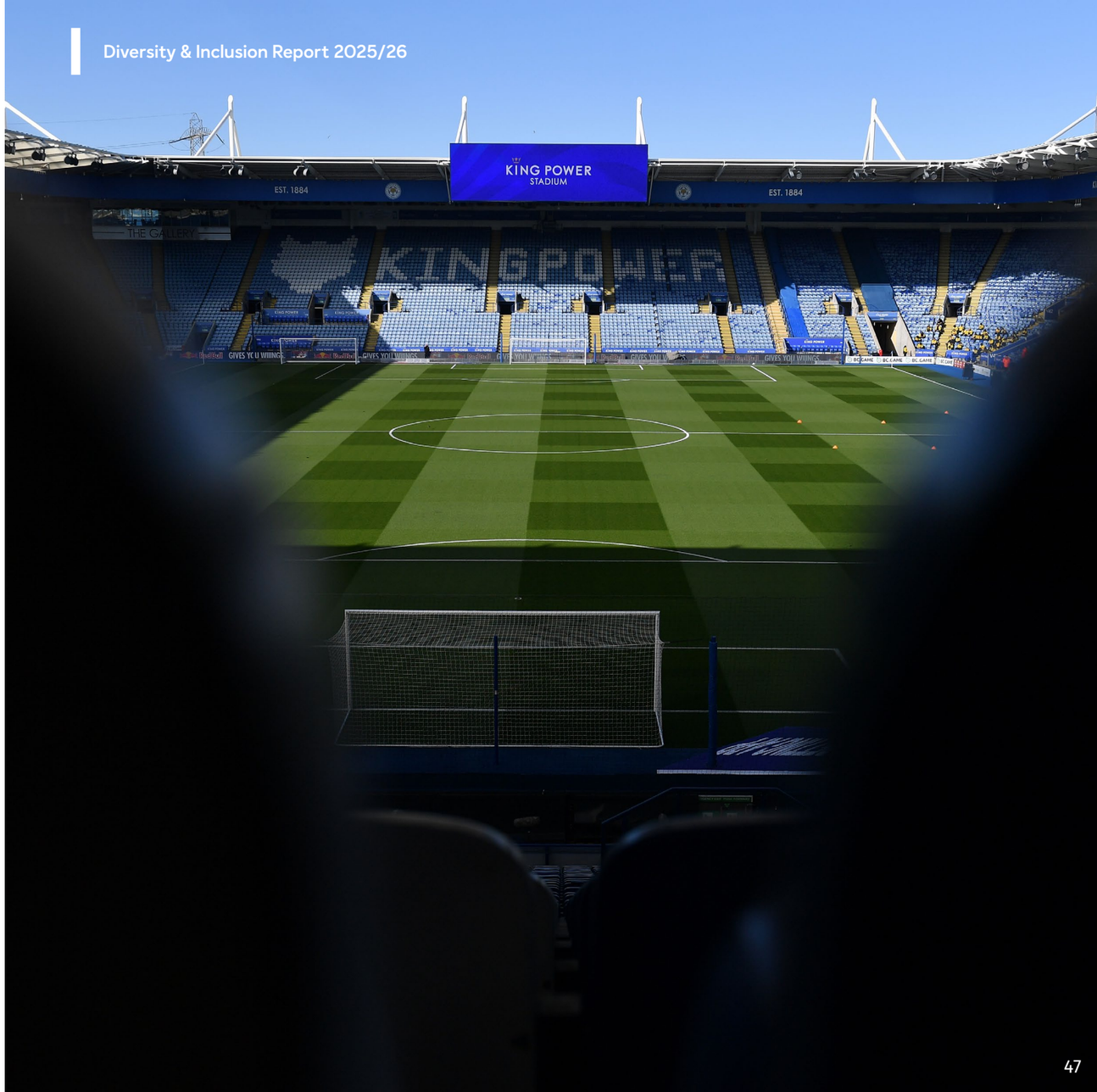
We are dedicated to ensuring Leicester City Football Club remains at the forefront of promoting equality and diversity and will continue to strive towards the goal of creating a better and more inclusive society.

We believe everyone deserves equal opportunity and respect, regardless of their race, gender, religion, sexual orientation or any other characteristic, and will continue to work diligently to promote and uphold these values, both within our Football Club and wider community.

Our commitment to this work is crucial to our success, and we strive to ensure our Club is a welcoming and inclusive space for everyone, and that our actions reflect our values.

Kevin Davies
Chief Executive Officer

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