



Notts County Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in 2024 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.

As a Club we are dedicated to creating an inclusive environment where differences are celebrated and barriers to participation are dismantled.

Age	Club %	Nat %	Local %
18-24	19.35	8.30	13.50
25-34	35.48	13.5	15.0
35-44	21.51	13.00	12.20
45-54	10.75	13.3	10.90
55-64	9.68	12.6	9.60
65+	2.16	9.90	11.70
Prefer not to say	1.08		

Sexual Orientation	Club %	Nat %	Local %
Lesbian or Gay	1.08	1.50	1.80
Heterosexual / Straight	96.77	89.4	85.30
Bisexual	1.08	1.30	2.55
Other Sexuality	0.00	0.20	0.54
Prefer not to say	1.08		

Ethnicity	Club %	Nat %	Local %
Black, Black British, Caribbean or African	2.15	12.20	10.00
White	80.65	81.80	65.80
Asian or Asian British	3.23	8.50	14.90
Mixed or Multiple Ethnic Groups	9.68	2.90	5.90
Other Ethnic Group	3.23	2.20	3.30
Prefer not to say	1.08		

Disability	Club %	Nat %	Local %
Yes	10.75	17.70	36.00
No	88.17	82.30	64.00
Prefer not to say	1.08		

Gender	Club %	Nat %	Local %
Male	67	49.00	49.10
Female	26	51.00	50.90
Other Specified	0		0.00
Prefer not to say	0		

Club Response Rate	
Employees	106
Response	93
Percentage	87.00%

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

Goal	Date
Given the diversity of the Black and Asian communities within Nottingham, our aim is to increase the ethnicity of our staff by 3% by 2027. We will do this by broadening our recruitment efforts to reach diverse talent pools through various channels. This will include building on our relationships with the University of Nottingham, Nottingham College and Nottingham FA as well as continuing our valued work with the Club's Foundation.	15/05/2025

Goal	Date
We will increase the representation of disabled individuals within our Clubs workforce by 4% by 2027. We will create a workplace environment where individuals with disabilities are valued and have equal opportunities to succeed. An environment where everyone is welcome and ensuring that our policies identify and remove barriers and promote employee engagement and belonging.	15/05/2025

Goal	Date
We will increase the representation of women across the Club by 8%. We will do this by using a multifaceted approach, including addressing structural barriers, promoting equal opportunities and creating a more inclusive and supportive work environment. We will also create a workforce where our existing female colleagues can thrive and reach their full potential by having mentoring and/or leadership programmes available to help them gain the confidence and skills they need to work and develop themselves within the challenging world of football.	15/05/2025

Name: JOE PALMER

Position: CEO

Signed:

