



**Barnsley Football Club** collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **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	24.9	8.3	27.4
25-34	15.4	13.5	13.5
35-44	23.2	13	12.0
45-54	11.2	13.3	13.9
55-64	11.2	12.6	13.7
65+	5.8	9.9	19.5
Prefer not to say	8.3		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	13.3	12.2	0.7
White	81.3	81.8	96.9
Asian or Asian British	2.5	8.5	0.9
Mixed or Multiple Ethnic Groups	2.1	2.9	0.94
Other Ethnic Group	0	2.2	0.6
Prefer not to say	0.8		

Response Rate	
Employees	326
Response	241
Percentage	74%

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	2.9	1.5	1.5
Heterosexual / Straight	88.8	89.4	91.6
Bisexual	4.1	1.3	0.9
Other Sexuality	0	0.2	0.2
Prefer not to say	4.1		5.8

Disability	%	Nat %	Local %
Yes	12.0	17.7	22.1
No	85.1	82.3	77.9
Prefer not to say	2.9		

Gender	%	Nat %	Local %
Male	57.7	49	49
Female	40.7	51	51
Other Specified	0		0
Prefer not to say	1.2		

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

Goal	Date
To increase the response rate of FA Rule N related data for the next submission. This will be aided by the move to a new HR/Payroll software which should be able to record this information for new starters.	31 May 2027

Goal	Date
To increase the number of females employed at the Club. We will encourage applications to our roles through ensuring our job adverts are checked for gender bias, and explore the use of female focused job boards where appropriate (such as womeninfootball.co.uk).  When commencing recruitment we will discuss whether there is an option for part time / flexible hours and advertise as such if so.	31 May 2027

Goal	Date
The number of disabled employees / workers is less than our local demographic. A new council led initiative is being run in Barnsley, 'Pathways to Work' which has identified that disabled employees can struggle to find work. We will work with the Pathways to Work initiative as it develops to encourage applicants to our roles, particularly matchday / casual roles which may be a good first step back into work for those individuals who have been out of work for a period.	31 May 2027

Name: Rebecca Hovey

Position: HR Manager

Signed: 