



Millwall Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in 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	12.94	8.3	10.4
25-34	28.24	13.5	19.4
35-44	25.88	13.0	20.0
45-54	14.12	13.3	18.0
55-64	12.94	12.6	17.3
65+	1.18	9.9	5.4
Prefer not to say	4.71		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	2.35	1.5	3.00
Heterosexual / Straight	92.94	89.4	84.12
Bisexual	0.0	1.3	2.33
Other Sexuality	0.0	0.2	0.6
Prefer not to say	4.71		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	10.59	12.2	15.6
White	76.47	81.8	54.0
Asian or Asian British	1.18	8.5	18.1
Mixed or Multiple Ethnic Groups	2.35	2.9	6.2
Other Ethnic Group	2.35	2.2	6.1
Prefer not to say	7.06		

Disability	%	Nat %	Local %
Yes	2.35	17.7	14.4
No	92.94	82.3	85.6
Prefer not to say	4.71		

Response Rate	
Employees	101
Response	85
Percentage	84%

Gender	%	Nat %	Local %
Male	77.38	49.0	48.4
Female	19.05	51.0	51.5
Other Specified			
Prefer not to say	3.57		

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

Goal	Date
To increase female representation in our workforce by a further 8% by 2027, resulting in female representation being at or above 27.05%	29/5/25

Goal	Date
To increase representation of disabled people in our workforce by a further 4% by 2027, bringing representation to 6.35%	29/5/25

Goal	Date
Reflecting our local community, we will look to increase ethnic diversity in our workforce by a further 8% by 2027.	29/5/25

Name: Mark Fairbrother

Position: Managing Director

Signed: 