



Gillingham 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. (National and Local figures have been obtained from 2021 Census)

Age	%	Nat %	Local %
18-24	5.88	8.3	11.47
25-34	41.18	13.5	13.83
35-44	14.71	13	13.58
45-54	20.59	13.3	13.15
55-64	14.71	12.6	12.33
65+	0.00	9.9	16.44
Prefer not to say	2.94		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2.94	12.2	5.6
White	85.29	81.8	84.3
Asian or Asian British	0.00	8.5	5.9
Mixed or Multiple Ethnic Groups	2.94	2.9	2.8
Other Ethnic Group	0.00	2.2	1.4
Prefer not to say	8.82		

Response Rate	
Employees	47
Response	34
Percentage	72

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0.00	1.5	1.3
Heterosexual / Straight	96.97	89.4	90.5
Bisexual	0.00	1.3	1.1
Other Sexuality	0.00	0.2	0.3
Prefer not to say	3.03		

Disability	%	Nat %	Local %
Yes	5.88	17.7	17.4
No	85.29	82.3	82.6
Prefer not to say	8.82		

Gender	%	Nat %	Local %
Male	67.65	49	49
Female	26.47	51	51
Other Specified	0.00		0
Prefer not to say	5.88		

Goal	Date
By 2027, Gillingham Football Club aims to increase the percentage of employees who participate in the collection of Global Workforce Data to a minimum of 80% in order to provide a more accurate set of data and a better insight into the representational gaps across the organisation.	30/05/25

Goal	Date
By 2027, Gillingham Football Club aims to lower the percentage of those who chose 'Prefer not to say' by further developing the organisations knowledge of the different protected characteristics.	30/05/25

Goal	Date
By 2027, Gillingham Football Club aims to increase representation in the work place across each of the areas that the data was collected in order to better represent the national and local figures.	30/05/25

Name: Daniel Lambert

Position: EDI Lead Officer

Signed:

