FULHAM FC

WORKFORCE DATA
2025

FULHAM FOR ALL

FOR EQUALITY. FOR DIVERSITY. FOR EVERYONE.

Introduction

Fulham Football Club has undertaken a detailed review of our workforce composition. This annual data collection is a key tool in helping us better understand the people who lead our Club from boardroom to operational delivery and ensures we remain aligned with both regulatory expectations and our own organisational values.

This exercise focuses on our permanent workforce, including senior leaders, operational staff, and coaching teams, across both the Club and our Foundation. It enables us to reflect on how we're progressing towards our wider Equality, Diversity, and Inclusion ("EDI") objectives set out in our 'Fulham For All' Strategy and where there are opportunities to strengthen representation and support across all areas of the Club.

By gathering insights across several key characteristics, we are better placed to build a workplace where individuals feel seen, supported, and valued. This work also supports a more evidence informed approach to our recruitment, staff development, and inclusive leadership efforts.

Our data return rates were strong across all staff groups, a reflection of growing trust in this process and our shared commitment to creating a culture of fairness and accountability. We continue to compare our workforce profile against national benchmarks and, where appropriate, local population data, to better understand our position and potential impact within the broader community we serve.

Definitions

Board and Staff: All permanent staff members directly employed by the club and all Board members.

Senior leadership: Clubs have very different structures, so it is up to the clubs to decide their own approach. We recommend that senior leadership applies to the top 25% of earners (excluding coaches, excluding Board members). Clubs may want to include middle management in their targets.

Other employees: All permanent employees (excluding coaches, excluding Board members) who do not fall in the senior leadership category.

Senior Coaching Staff: Clubs will have different coaching structures and are able to self-declare what is considered a senior position. Typically, these senior positions include first team, U23s, U21s and U18s. We recommend it applies to the top 25% of earners with the coaching structure.

Other Coaching Staff: All permanent coaching staff who do not fall in the senior coaching staff category.

National Comparison Data: Latest data from ONS (or other relevant source; source should be stated)

Local Comparison Data: Latest data from local or regional analysis (source should be stated). This data is optional, but clubs may like to use it to provide a comparison to their community.

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Data Collection methodology

Included staff: All permanent members of staff directly employed by the Club and all Board members. This excludes those only employed for event day operations.

This also excludes those who work solely in the women's game (who will be covered by WSL and WC reporting). Those members of staff with a dual role in men's and women's football are included.

For staff who work in the CCO, include them but report as a separate workforce group.

Collection rate: Clubs should ensure best endeavours to achieve a collection rate of 80% of the included staff workforce.

Category	Number	Returns (return rate)
Number of Board, Senior Leadership and Staff	Management Board (11) Senior Leadership (62) Total Staff (366)	Management Board (100%) Senior Leadership (97%) Total Staff (94%)
Number of Board and Senior Leadership	Management Board (11) Senior Leadership (62)	Management Board (100%) Senior Leadership (97%)
Number of other Employees	286	93%
Number of Senior Coaching Staff	7	100%
Number of other Coaching Staff	12	100%
Number of Foundation Staff	54	100%

Club, Board, and Foundation Data Analysis

Gender	Total	Board & Senior Leaders	Other Employees	Senior Coaching Staff	Other Coaching Staff	Foundation Staff	National data	Local data
Men	72%	76%	68%	100%	100%	65%	49%	49%
Women	26%	22%	30%	0%	0%	32%	51%	51%
Other specified	0%	0%	0%	0%	0%	0%	1%	0%
Prefer not to say (PNTS)	1%	1%	2%	0%	0%	2%	N/A	N/A
Total	344	72	265	7	12	53	-	-

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Age	Total	Board & Senior Leaders	Other Employees	Senior Coaching Staff	Other Coaching Staff	Foundation Staff	National data	Local data
16-24	10%	1%	12%	0%	8%	18%	12%	9%
25-34	41%	25%	46%	0%	50%	44%	14%	18%
35-44	24%	41%	20%	43%	42%	21%	13%	16%
45-54	12%	24%	11%	43%	0%	11%	13%	13%
44-64	6%	7%	7%	14%	0%	4%	13%	10%
65-74	3%	1%	4%	0%	0%	0%	10%	12%
75+	0%	0%	0%	0%	0%	0%	9%	12%
PNTS	0%	0%	0%	0%	0%	0%	N/A	N/A
Total (No.)	335	71	257	7	12	52	-	-

Sexual and/ or romantic orientation	Total	Board & Senior Leaders	Other Employees	Senior Coaching Staff	Other Coaching Staff	Foundation Staff	National data	Local data
Bi (Bisexual)	2%	0%	2%	0%	0%	2%	1%	2%
Gay or lesbian	3%	3%	3%	0%	0%	4%	2%	2%
Heterosexual/ straight	87%	88%	87%	100%	100%	87%	89%	86%
Other specified	0%	0%	0%	0%	0%	0%	0%	0%
PNTS	8%	10%	8%	0%	0%	5%	N/A	N/A
Total (No.)	344	72	265	7	12	53	-	-

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Gender identity different to sex registered at birth	Total Board and Staff combined	Comparison data
Yes	1%	1% (National), 0% (Local)
No	96%	94% (National), 91% (Local)
PNTS	3%	6% (National), 8% (Local)
Total (No.)	344	-

Disability	Total	Board & Senior Leaders	Other Employees	Senior Coaching Staff	Other Coaching Staff	Foundation Staff	National data	Local data
Yes	5%	3%	5%	0%	8%	7%	18%	13%
No	89%	92%	89%	100%	92%	85%	82%	87%
PNTS	6%	6%	6%	0%	0%	7%	N/A	N/A
Total (No.)	344	72	265	7	12	53	-	-

Ethnic Group	Total	Board & Senior Leaders	Other Employees	Senior Coaching Staff	Other Coaching Staff	Foundation Staff	National data	Local data
White	74%	79%	73%	4%	67%	70%	74%	54%
Mixed or multiple ethnic groups	8%	6%	9%	0%	8%	9%	1%	6%
Asian or Asian British	2%	0%	3%	0%	0%	5%	3%	21%
Black, Black British, Caribbean or African	8%	4%	8%	2%	25%	7%	3%	14%
Other ethnic group	2%	4%	3%	0%	0%	4%	2%	6%
PNTS	5%	7%	5%	1%	0%	4%	N/A	N/A
Total [No.]	344	72	265	7	12	53	-	-

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