



**Blackpool 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	8.6	8.3	5.2
25-34	29.03	13.5	12.8
35-44	27.96	13	11.5
45-54	17.20	13.3	13.5
55-64	16.13	12.6	14.5
65+	1.08	9.9	20.8
Prefer not to say	0		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2.15	12.2	0.5
White	86.02	81.8	94.7
Asian or Asian British	1.08	8.5	2.6
Mixed or Multiple Ethnic Groups	0	2.9	1.70
Other Ethnic Group	1.08	2.2	0.70
Prefer not to say	9.68		

Response Rate	
Employees	93
Response	86
Percentage	92.47%

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1.08	1.5	3.26
Heterosexual / Straight	90.32	89.4	88.45
Bisexual	0	1.3	1.35
Other Sexuality	0	0.2	0.28
Prefer not to say	8.60		

Disability	%	Nat %	Local %
Yes	3.23	17.7	41
No	87.10	82.3	59
Prefer not to say	9.68		

Gender	%	Nat %	Local %
Male	67.74	49	49
Female	32.26	51	51
Other Specified	0		0
Prefer not to say	0		

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

Goal	Date
The data has highlighted that BFC need to address the lack of Women within the Club, specifically at a senior level. Blackpool Football Club aim to reach 40% by the target date.	2027

Goal	Date
We will also be focussing on attracting more people from under-represented age groups, specifically 55+. We aim to achieve an increase by 2027.	2027

Goal	Date
We have also identified a gap and so plan to increase opportunities for people with disabilities, within the Club. We aim to achieve an increase by 2027.	2027

Name: JULIAN WINTER  
 Position: CEO & DIRECTOR  
 Signed: 