



Leyton Orient 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	10.9	8.3	12.3
25-34	29.1	13.5	18.1
35-44	19.1	13	16
45-54	24.54	13.3	13.3
55-64	14.54	12.6	10.4
65+	1.81	9.9	16.6
Prefer not to say			

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	3.63	1.5	2.26
Heterosexual / Straight	91.81	89.4	86
Bisexual	1.81	1.3	1.62
Other Sexuality	0.9	0.2	0.63
Prefer not to say	1.81		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	14.54	12.2	14.9
White	61.81	81.8	52.8
Asian or Asian British	9.1	8.5	19.9
Mixed or Multiple Ethnic Groups	4.54	2.9	6.4
Other Ethnic Group	9.1	2.2	5.8
Prefer not to say	0.9		

Disability	%	Nat %	Local %
Yes	5.75	17.7	16.7
No	88.5	82.3	83.3
Prefer not to say	5.75		

Gender	%	Nat %	Local %
Male	72.7	49	49
Female	26.3	51	51
Other Specified			
Prefer not to say	0.9		

Response Rate	
Employees	120
Response	110
Percentage	91.6

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

Goal	Date
Our goal is to increase the representation of people with disabilities within our workforce. We will achieve this by working with our Disabled Supporters Association, developing and implementing training programmes and raising awareness. We will continue to promote our culture that recognises and values diverse abilities.	May, 2026

Goal	Date
We are committed to being a club that recognises and supports Mental Health and Wellbeing of everyone that contributes to shared success. As a club we will ensure that each individuals health and safety, social and physical wellbeing are fully supported through our training programmes, and will actively raise awareness and promote a culture of good mental health and wellbeing.	May, 2026

Goal	Date
We will continue to build a workforce that reflects the communities we serve. We will achieve this goal through unbiased recruitment strategies, equitable recruitment pathways, and a workplace culture that values and supports racial and ethnic equity at every level.	May, 2026

Name: Steve Tait

Position: Chief Operating Officer

Signed: