



Middlesbrough Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **2024** 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	38.2	8.3	7.1
25-34	16.3	13.5	14.4
35-44	14	13	12.1
45-54	12.5	13.5	11.5
55-64	10.8	12.6	12.5
65+	6.8	9.9	16.8
Prefer not to say	1.4		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	2.5	1.5	1.57
Heterosexual / Straight	86.2	89.4	89.55
Bisexual	4	1.3	1.22
Other Sexuality	0.6	0.2	0.4
Prefer not to say	6.7		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	9.8	12.2	2.6
White	84.8	81.8	82.3
Asian or Asian British	2.9	8.5	10.4
Mixed or Multiple Ethnic Groups	1.5	2.9	2.2
Other Ethnic Group	0.2	2.2	2.4
Prefer not to say	0.8		

Disability	%	Nat %	Local %
Yes	12.2	17.7	21.9
No	83.6	82.3	78.1
Prefer not to say	4.2		

Gender	%	Nat %	Local %
Male	50.8	49	49.3
Female	47.9	51	50.7
Other Specified	0.1		
Prefer not to say	1.2		

Response Rate	
Employees	731
Response	1202
Percentage	61%

Helena Bowman
Chief Operating Officer

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

Goal	Date
We will deliver a training programme around disabilities, including disability awareness training and British Sign Language.	September 2025

Goal	Date
We will create an ethnic minority working group and action plan, with an aim of increasing the diversity of our supporter base.	December 2025

Goal	Date
We will hold an awareness session to give employees a greater understanding of Ramadan so that we can respect and acknowledge the rituals and religious beliefs of those we work with.	July 2025

Name: Helena Bowman

Role: Chief Operating Officer

Signed: 

