



THE BRIAN CLOUGH STAND



WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON

NOTTINGHAM FOREST FOOTBALL CLUB

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24-25 PREMIER LEAGUE SEASON



FORWARD

This report details our workforce diversity for the 24-25 Premier League season.

At Nottingham Forest Football Club, we are committed to taking proactive and continuous steps to creating an inclusive, diverse, and thriving culture - for our supporters, and our workforce. Through our dedicated inclusion programme, **Forest for Everyone**, we are proud to drive awareness, education, and positive change across every part of the Club.

The data collected within this report provides details of our teams working within men's football and administration departments at the Club. The purpose of gathering this information is to help us better understand the diverse makeup of our team, celebrate the progress we have made, and highlight areas where more work is still required to ensure a more inclusive environment for all.

Throughout the 2024-25 season, we have continued building on our three year Equality, Diversity & Inclusion (EDI) commitments, set within our current EDI Strategy. We are working to ensure that everyone connected to Nottingham Forest whether staff, players, fans, or partners feel welcomed, respected, and valued for who they are.

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



Some of the highlights of our work this season are:

A WELCOMING SPACE FOR ALL

We launched a Multifaith and Reflection Room at The City Ground, which is a dedicated, inclusive space for quiet reflection, prayer, or mindfulness, open to all staff and visitors.

SUPPORTING SAFEGUARDING AND ACCESSIBILITY FOR EVERYONE (SAFE)

Our dedicated SAFE team continues to lead the way in ensuring our environments are welcoming, secure, and accessible for all.

CELEBRATING PRIDE

We proudly marched in this year's Nottingham Pride Parade, hosted a vibrant stall, and stood visibly in solidarity with the LGBTQ+ community.

EMPOWERING NEURODIVERSITY

Alongside a range of training for our teams internally, we've introduced neurodiverse-friendly items to enhance matchday experiences for our supporters, including fidget toys, ear defenders, and quiet spaces to ensure comfort and belonging for every supporter.

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DRIVING ANTI-RACISM EDUCATION

In partnership with Show Racism the Red Card, we delivered anti-racism workshops in local schools and hosted the School Competition, giving young people space to creatively explore what it means to be actively anti-racist.

MENTAL HEALTH CHAMPIONS

We appointed new Mental Health First Aiders across departments giving our people easier access to everyday mental health support and promoting a culture of care.

PREMIER LEAGUE INCLUSION CAMPAIGNS

From Rainbow Laces and No Room For Racism, to Inside Matters and LGBTQ+ Inclusion, we supported dedicated matchdays that placed inclusion at the heart of the action.

COLLABORATING FOR CHANGE

We teamed up with fellow Premier League clubs to highlight the power of collaboration and collective responsibility in creating inclusive matchday experiences, including joint articles featured in our matchday programme, reinforcing the message that progress is stronger when we work together.

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



BREAKING NEW GROUND

In partnership with Leicester City FC, we co-hosted our first ever EDI conference: The Past, Present and Possibilities - bringing together voices across football to reflect, learn, and imagine a more inclusive future.

We are committed to building a workforce that reflects the diversity of the communities we serve and engage with, and in building a Club where everyone feels they belong. We are proud of the progress we've made but we know the journey continues.

Our next steps will include:

- Reviewing and adjusting our EDI Strategy to ensure our goals are aligned with the data insights.
- Implementing initiatives for enhancing the diversity of gender, age, disability, and ethnicity within our workforce, reflecting our communities, particularly in senior and leadership roles.
- Building trust through ongoing conversations about inclusion, ensuring everyone feels safe to disclose their identity and experiences, and thrive within their roles.

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WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



COLLECTION RATE

	NUMBER	RETURNS (RETURN RATE %)
TOTAL (all workforce)	252	99%
Board and Senior Leadership	38	97%
Other Staff	191	99%
TOTAL (all coaching staff)	23	100%
Senior Coaching Staff	12	100%
Other Coaching Staff	11	100%

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- GENDER

	TOTAL (ALL WORKFORCE) (%)	BOARD AND SENIOR LEADERSHIP (%)	OTHER STAFF (%)	SENIOR COACHING STAFF (%)	OTHER COACHING STAFF (%)	NATIONAL DATA (%)	LOCAL DATA (%)
Men	76%	11%	55%	5%	4%	49%	49%
Women	22%	<10	20%	0%	<10	51%	51%
Other specified	0	0%	0%	0%	0%	-	-
PNTS	<10	<10	0%	0%	0%	-	-

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- AGE

	TOTAL (ALL WORKFORCE) (%)	BOARD AND SENIOR LEADERSHIP (%)	OTHER STAFF (%)	ALL COACHING STAFF (%)	NATIONAL DATA (%)	LOCAL DATA (%)
16-24	12%	0%	11%	<10	9.2%	22.2%
25-34	42%	5%	34%	<10	13.6%	15.0%
35-44	27%	6%	17%	4%	13.0%	11.8%
45-54	<10	1%	5%	<10	13.3%	10.9%
55-64	<10	1%	6%	<10	12.6%	10.1%
65-74	<10	0%	2%	0%	9.8%	6.4%
75+	0%	0%	0%	0%	8.5%	5.3%
PNTS	<10	2%	0%	0%	-	-

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- SEXUAL AND/OR ROMANTIC ORIENTATION

	TOTAL (ALL WORKFORCE) (%)	BOARD AND SENIOR LEADERSHIP (%)	OTHER STAFF (%)	ALL COACHING STAFF (%)	NATIONAL DATA (%)	LOCAL DATA (%)
Bi (Bisexual)	0%	0%	0%	0%	1.3%	2.6%
Gay or Lesbian	<10	0%	<10	<10	1.5%	1.8%
Heterosexual / straight	76%	10%	61%	5%	89.4%	85.3%
Other specified	<10	0%	<10	0%	0.3%	0.5%
PNTS	22%	4%	14%	4%	7.5%	9.8%

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- GENDER IDENTITY DIFFERENT TO SEX REGISTERED AT BIRTH

	TOTAL (ALL WORKFORCE) (%)	COMPARISON DATA (%)
Yes	0%	0.5%
No	74%	94.0%
PNTS	26%	5.5%

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- DISABILITY

	TOTAL (ALL WORKFORCE) (%)	BOARD AND SENIOR LEADERSHIP (%)	OTHER STAFF (%)	ALL COACHING STAFF (%)	NATIONAL DATA (%)	LOCAL DATA (%)
Yes	<10	<10	3%	0%	17.7%	22.0%
No	58%	8%	46%	4%	82.3%	78.0%
PNTS	39%	7%	27%	5%	-	-

WORKFORCE DIVERSITY DATA REPORT

24-25 PREMIER LEAGUE SEASON



DATA AND SEGMENTATION

- ETHNIC GROUP

	TOTAL (ALL WORKFORCE) (%)	BOARD AND SENIOR LEADERSHIP (%)	OTHER STAFF (%)	ALL COACHING STAFF (%)	NATIONAL DATA (%)	LOCAL DATA (%)
White	53%	7%	43%	<10	81.7%	65.9%
Mixed or multiple ethnic groups	2%	0%	<10	<10	2.9%	5.9%
Asian or Asian British	<10	<10	<10	0%	9.3%	14.9%
Black, Black British, Caribbean or African	4%	0%	<10	<10	4.0%	10.0%
Other ethnic group	<10	0%	<10	0%	2.1%	3.3%
PNTS	36%	7%	24%	5%	-	-



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