



Bromley 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	10	8.3	5
25-34	45	13.5	12.3
35-44	5	13	15.1
45-54	40	13.3	14.4
55-64	0	12.6	12.3
65+	0	9.9	17.7
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.53
Heterosexual / Straight	100	89.4	89.98
Bisexual	0	1.3	0.95
Other Sexuality	0	0.2	0.26
Prefer not to say	0		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	5	12.2	7.6
White	90	81.8	73.5
Asian or Asian British	0	8.5	8.1
Mixed or Multiple Ethnic Groups	5	2.9	5.3
Other Ethnic Group	0	2.2	2.3
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	10	17.7	27
No	90	82.3	73
Prefer not to say	0		

Gender	%	Nat %	Local %
Male	80	49	48
Female	20	51	52
Other Specified	0		
Prefer not to say	0		

Response Rate	
Employees	22
Response	20
Percentage	90.91

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

Goal	Date
To increase representation of disabled people in our workforce by a further 3% by 2027, resulting in representation of disabled people being at or above 13%, closer to our local average	13/05/2025

Goal	Date
To increase female representation in our workforce by a further 3% by 2027, resulting in female representation being at or above 23%, closer to our local average	13/05/2025

Goal	Date
To increase cultural and ethnic diversity in our workforce by a further 3%, resulting in representation of culturally and ethnically diverse groups being at or above 13%, almost matching our local average	13/05/2025

Name: Mark Hammond

Position: Chief Executive Officer

Signed: 