



Burnley 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	23.2	8.3	11.2
25-34	34.2	13.5	13.6
35-44	17.5	13	12.7
45-54	9.4	13.3	12.7
55-64	12	12.6	12.6
65+	3.6	9.9	17.9
Prefer not to say			

Disability	%	Nat %	Local %
Yes	2.8	17.7	20.1
No	97.2	82.3	79.9
Prefer not to say			

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2	12.2	0.3
White	54	81.8	81
Asian or Asian British	2.8	8.5	19.7
Mixed or Multiple Ethnic Groups	2.5	2.9	1.6
Other Ethnic Group	0.5	2.2	0.8
Prefer not to say	38.1		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0.5	1.5	1.3
Heterosexual / Straight	59.5	89.4	89.8
Bisexual	0.2	1.3	1
Other Sexuality	0	0.2	0.3
Prefer not to say	36.7		

Religion	%	Nat %	Local %
No religion	21.6	37.2	31.5
Christian	25.9	46.2	48.2
Buddhist	0	0.5	0.2
Hindu	0.7	1.7	0.2
Jewish	0.5	0.5	0
Muslim	2	6.5	14
Sikh	0.5	0.9	0.1
Other	1.5	0.6	0.4
Prefer not to say	49.1		

Gender	%	Nat %	Local %
Male	75.3	49	49
Female	24.4	51	51
Other Specified	0		0
Prefer not to say	0.2		

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

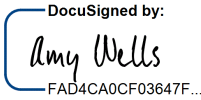
Goal	Date
To increase female representation in our workforce by 3%, including our casual staff, to increase our overall representation to 27.4%	09/04/2025

Goal	Date
To increase representation of disabled people by 2%, including our casual staff, to increase our overall representation to 5.8%.	09/04/2025

Goal	Date
To increase representation of people from an ethnically diverse background by 3%, including our casual staff, to increase our overall representation to 11.2%.	09/04/2025

Name: Amy Wells

Position: General Counsel

Signed:  FAD4CA0CF03647F...