



Grimsby Town Football Club

Equality Monitoring Report

ABSTRACT

Grimsby Town Football Club conducted an anonymous diversity monitoring exercise in April 2025, as part of the EFL Code of Practice and compliance with FA Rule N. National and local population data is included for comparison, using the 2021 census. This report will be updated biannually, with the next review set for June 2027.

Polly Bancroft
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Diversity Monitoring

Grimsby Town Football Club collected anonymised workforce data to gain an understanding of the 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	8	8.3	5.1
25-34	19	13.5	12.5
35-44	31	13	11.5
45-54	19	13.3	13.2
55-64	17	12.6	14
65+	5	9.9	20.9
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1	1.5	1.1
Heterosexual / Straight	89	89.4	90.79
Bisexual	1	1.3	1.1
Other Sexuality	1	0.2	.23
Prefer not to say	7		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0	12.2	.6
White	98	81.8	96.2
Asian or Asian British	0	8.5	1.5
Mixed or Multiple Ethnic Groups	0	2.9	1
Other Ethnic Group	0	2.2	.6
Prefer not to say	2		

Disability	%	Nat %	Local %
Yes	4	17.7	20.1
No	88	82.3	79.9
Prefer not to say	8		

Gender	%	Nat %	Local %
Male	67	49	37
Female	30	51	40
Other Specified	0		23
Prefer not to say	2		

Response Rate	
Employees	83
Response	83
Percentage	100%

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

Goal 1

Increase Female Workforce Representation

Aspire to increase the proportion of female employees at the club by 2% by 2027:

- *Advertising job vacancies on the Women in Football jobs board to better reach women actively engaged in the football industry.*
- *Launching a campaign to highlight the achievements of current female staff through social media, the club website, and internal communications, with the aim of inspiring and attracting more women to join the club.*

Goal 2

Enhance the Club's Commitment to Equality, Diversity & Inclusion (EDI)

Aspire to increase the ethnic diversity of the workforce by 2% by 2027:

- *Establish partnerships with local community groups, schools, and grassroots organisations to promote EDI awareness and create pathways into club employment.*
- *Collaborate with local and national media to highlight the club's EDI efforts, improving public visibility and reinforcing a positive, inclusive brand image*
- *This, coupled with the delivery of EDI training sessions aligned with key dates from the EFL Inclusion Calendar aims to strengthen the Club's commitment to inclusion.*

By actively promoting inclusive values and fostering a welcoming environment, these initiatives help attract a more diverse pool of talent, contributing to the Club's goal of increasing ethnic diversity within the workforce.

Goal 3

Improve Employment Opportunities for People with Disabilities

Aspire to increase the percentage of employees with disabilities by 2% by 2027:

- *Collaborating with external organisations to identify potential candidates and promote job opportunities at the club.*
- *Joining the UK Government's Disability Confident Scheme by 2027, and actively promoting our participation in the initiative across all recruitment channels to reinforce our commitment to accessibility and inclusion.*

Name: Polly Bancroft

Position: Chief Executive Officer

Signed: *P. Bancroft*