



Swindon Town FC 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	9.8	8.3	7.02
25-34	41.2	13.5	14
35-44	23.5	13	14.4
45-54	15.7	13.3	14.2
55-64	5.9	12.6	12.5
65+	9.8	9.9	15.9
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.29
Heterosexual / Straight	91.6	89.4	90.11
Bisexual	0	1.3	1.26
Other Sexuality	0	0.2	0.3
Prefer not to say	8.4		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2	12.2	2.6
White	94.1	81.8	81.5
Asian or Asian British	0	8.5	11.7
Mixed or Multiple Ethnic Groups	2	2.9	2.8
Other Ethnic Group	0	2.2	1.4
Prefer not to say	2		

Disability	%	Nat %	Local %
Yes	3.9	17.7	16.9
No	96.1	82.3	83.1
Prefer not to say	0		

Gender	%	Nat %	Local %
Male	78.4	49	50%
Female	21.6	51	50%
Other Specified	0		
Prefer not to say	0		

Response Rate	
Employees	71
Response	56
Percentage	79%

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

Goal	Date
To incorporate Rule N Monitoring into the induction process to increase response rate over 80% and to also ensure we are consistently monitoring	01/12/25

Goal	Date
To ensure we are increasing the number of female employees by looking at where we advertise and utilising our close relationship with Her Game too and our women's team	01/02/26

Goal	Date
To ensure we are working with the DSO to check we are fully functional and able to accommodate all disabilities within our working environment.	01/06/26

Name: Hannah Peterkin

Position: HR Manager

Signed: H. Peterkin