



Mansfield Town 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 | 41.5 | 8.3 | 5.0 |
| 25-34 | 9.2 | 13.5 | 13.6 |
| 35-44 | 15.4 | 13 | 13.0 |
| 45-54 | 18.5 | 13.3 | 13.3 |
| 55-64 | 4.6 | 12.6 | 13.7 |
| 65+ | 3.1 | 9.9 | 19.2 |
| Prefer not to say | | | |

| Ethnicity | % | Nat % | Local % |
|--|------|-------|---------|
| Black, Black British, Caribbean or African | 4.6 | 12.2 | 1.0 |
| White | 90.1 | 81.8 | 94.9 |
| Asian or Asian British | 1.5 | 8.5 | 2.0 |
| Mixed or Multiple Ethnic Groups | 3.1 | 2.9 | 1.4 |
| Other Ethnic Group | 0 | 2.2 | 0.8 |
| Prefer not to say | 0 | | |

| Response Rate | |
|---------------|-----|
| Employees | 114 |
| Response | 65 |
| Percentage | 57 |

| Sexual Orientation | % | Nat % | Local % |
|-------------------------|------|-------|---------|
| Lesbian or Gay | 3.1 | 1.5 | 1.34 |
| Heterosexual / Straight | 89.2 | 89.4 | 90.9 |
| Bisexual | 1.5 | 1.3 | 1.1 |
| Other Sexuality | 0 | 0.2 | 0.3 |
| Prefer not to say | | | |

| Disability | % | Nat % | Local % |
|-------------------|------|-------|---------|
| Yes | 6.2 | 17.7 | 37 |
| No | 92.3 | 82.3 | 62 |
| Prefer not to say | 1.5 | | |

| Gender | % | Nat % | Local % |
|-------------------|------|-------|---------|
| Male | 58.5 | 49 | 49.2 |
| Female | 38.4 | 51 | 50.8 |
| Other Specified | 0 | | 0 |
| Prefer not to say | 3.1 | | |

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

| Goal | Date |
|---|------------|
| We would like to obtain a better response rate than this year. We would like to achieve the 80% benchmark – introducing the questionnaire at an earlier date and making sure managers distribute the questionnaire effectively. | 31/03/2027 |

| Goal | Date |
|---|------------|
| We would like to increase the diversity of our staff. Increasing the diversity of our staff will help to provide an inclusive space for all to work and feel comfortable. | 31/03/2027 |

| Goal | Date |
|---|------------|
| Education of the whole EDI topic. We feel as a club that this needs to be given more attention and would therefore hopefully gain a better response rate. | 31/03/2027 |

Name: Mark Hawkins

Position: Head of Operations

Signed:



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