

The logo of Walsall Football Club is a circular emblem. It features a central shield with a yellow and white design, set against a pink background. The words "WALSALL FC" are written in white around the top inner edge of the circle. The text "Walsall Football Club" is written in a large, bold, black font across the top of the page, with "WALSALL FC" written in a smaller, bold, black font below it. The word "Report" is written in a very large, bold, black font in the center of the page, overlapping the logo.

# Walsall Football Club

## Equality Monitoring

# Report

Published 1st June 2025

Walsall Football Club is dedicated to promoting Equality, Diversity, and Inclusion in all areas of its operations. The Club ensures that anyone wishing to get involved, no matter their role or potential role, has equal and fair opportunities to participate to the fullest extent of their abilities and aspirations, regardless of factors such as age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic background, or sexual orientation (known as 'protected characteristics' under the Equality Act 2010).

In addition, Walsall Football Club provides a supportive environment where individuals' rights, dignity, and personal value are respected and upheld, allowing them to engage and participate free from discrimination, intimidation, victimisation, bullying, harassment, or abuse.

Walsall Football Club gathered anonymised data in May 2025 to better understand the diversity of our workforce. This data was collected confidentially and anonymously in accordance with the EFL Code of Practice and FA Rule N. (National and local data has been sourced from the 2021 census). Please see our findings below -

This will be completed on a bi-yearly basis and will next be published by June 2027.

Gender Identity	%	Nat%	Local%
Male	69%	49%	48.80%
Female	31%	51%	51.20%
Transgender	0%		
Other	0%		
Prefer Not to Say	0%		

Sexual Orientation	%	Nat%	Local%
Heterosexual/ Straight	100%	89.40%	90.24%
Gay/Lesbian	0%	1.50%	1.07%
Bisexual	0%	1.30%	0.84%
Other Sexuality	0%	0.20%	0.25%
Prefer not to say	0%		

Ethnicity	%	Nat%	Local%
Black, Black British, Caribbean or African	6.80%	12.20%	4.60%
White	86.40%	81.80%	71.40%
Asian or Asian British	1.70%	8.50%	18.70%
Mixed or Multiple Ethnic Groups	1.70%	2.90%	3.30%
Other Ethnic Group	3.40%	2.20%	2.00%
Prefer not to say	0%		

Age	%	Nat %	Local %
18-24	10.30%	8.30%	7.95%
25-34	27.60%	13.50%	13.39%
35-44	17.20%	13%	12.42%
45-54	25.90%	13.30%	12.91%
55-64	15.50%	12.60%	11.55%
65+	3.50%	9.90%	17.44%
Prefer not to say	0		

Disability	%	Nat%	Local%
Yes	5.2%	17.70%	19.10%
No	91.4%	82.30%	80.90%
Prefer Not to Say	3.40%		

Response Rate	
Employees	83
Response	58
Percentage	70%

**Goal**  
 We aim to build on our commitment to inclusion by continuing to create a safe and welcoming environment for LGBTQ+ colleagues. We will aim to use more inclusive language and offer diversity and inclusion training to all Colleagues by December 2025.

**Goal**  
 We aim to increase the female representation in our workforce by a further 3% by June 2027, bringing representation to 34%.

**Goal**  
 Our aim is to increase cultural and ethnic diversity within our workforce by 3.5% by June 2027, aiming to achieve a total representation of 17% from ethnic minority backgrounds

<b>Name</b>	Ben Sadler
<b>Position</b>	Chief Executive Officer
<b>Signed</b>	<i>Ben Sadler</i>