



Bolton Wanderers 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	8.9	8.3	32.7
25-34	28.8	13.5	14.5
35-44	21.9	13	13.5
45-54	18.8	13.3	12.8
55-64	17.8	12.6	11.4
65+	1.9	9.9	15.1
Prefer not to say	1.9		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0.99	1.5	3.31
Heterosexual / Straight	92.14	89.4	84.41
Bisexual	3.9	1.3	1.91
Other Sexuality	0.99	0.2	2.42
Prefer not to say	1.98		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0.99	12.2	6.1
White	97.03	81.8	82.4
Asian or Asian British	0.99	8.5	5.5
Mixed or Multiple Ethnic Groups	0.99	2.9	8.7
Other Ethnic Group	0	2.2	2.9
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	7.92	17.7	21.2
No	85.14	82.3	79.9
Prefer not to say	4.95		

Gender	%	Nat %	Local %
Male	65	49	49
Female	32	51	51
Other Specified	1		0
Prefer not to say	1		

Response Rate	
Employees	166
Response	136
Percentage	82%

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

Goal	Date
Engaging with the local community and promoting our internal ED&I objectives. This includes celebrating our diverse community while collaborating with local schools, colleges, and community groups to highlight employment and apprenticeship opportunities at BWFC.	June 2026

Goal	Date
Ensure Bolton Wanderers Football Stadium is an accessible, inclusive and welcoming stadium for all by reviewing internal facilities by improving accessibility features and introducing additional amenities including multi-faith prayer room	June 2026

Goal	Date
To increase representation of people from an ethnically diverse background by 2%, including our casual staff, to increase our overall representation to 5%	January 2026

Name: Danielle Heap

Position: Group Head of People

Signed: *D Heap*