



Milton Keynes Dons Football Club - Workforce Data & EDI Report

Milton Keynes Dons Football Club has continued to drive our work on EDI (Equality, Diversity and Inclusion) across the course of the current season.

As a proud holder of the silver level of the EFL Equality, Diversity and Inclusion Code of Practice, we have consistently demonstrated our commitment to making our workplaces and stadium as inclusive as possible.

As part of the EFL Code of Practice and FA Rule N we have collected anonymised data on the profile of club staff, players and group staff that we believe contribute significantly to the running of the football club. With this data we are able to gain a better understanding of the diversity and culture of our workforce, identify areas of under-representation or potential inequalities and take appropriate actions.

We are pleased to share this season's data, which was **collected in April/May 2025**. This data will be collected and shared on a bi-yearly basis with the next to be published by June 2027.

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

Age	%	Nat %*	Local %*
Under 18	6.5	20.8	26.1
18-24	22.3	8.3	5.2
25-34	24.7	13.5	14.3
35-44	14.4	13.0	15.8
45-54	13.0	13.3	13.8
55-64	14.0	12.6	11.0
65-74	3.7	9.9	8.2
75+	1.4	8.6	5.6

Ethnicity	%	Nat %*	Local %*
Black, Black British, Carribean or African	10.7	4.0	9.7
White	81.0	81.7	71.8
Asian or Asian British	0.9	9.3	12.3
Mixed/Multiple Ethnic Groups	2.3	2.9	4.0
Other Ethnic Group	0.9	2.1	2.0
Prefer not to say	4.2	0.0	0.2



Sexual Orientation	%	Nat %*	Local %*
Lesbian or Gay	1.9	1.5	1.2
Heterosexual/Straight	82.8	89.4	89.9
Bisexual	0.9	1.3	1.3
Other Sexuality	0.5	0.3	0.3
Prefer not to say	13.9	7.5	7.3

Disability	%	Nat %*	Local %*
Yes	7.4	17.7	16.8
No	86.1	82.3	83.2
Prefer not to say	6.5	0.0	0.0

Gender	%	Nat %*	Local %*
Male	77.2	49.0	49.3
Female	22.3	51.0	50.7
Other Specified	0.0	0.0	0.0
Prefer not to say	0.5	0.0	0.0

Response Rate	
Employees	254
Response	215
Percentage	84.6%



We are keen to have a workforce which represents the community in which we operate and engage in. To aid in this we identified long-term goals in relation to our workforce, allowing us to measure this success. These goals are benchmarked against both national and local data for Milton Keynes from the most recent Census data.

Goal 1 - Increase Female Representation

Current:	22.3%
National:	51.0%
Local:	50.7%

How We Will Achieve This:

- **Targeted Recruitment Campaigns** - Launch specific recruitment drives aimed at attracting more women into all roles, utilising advertising platforms such as Women in Football and fearless women.
- **Inclusive Working Environment** - Create a club culture that supports gender equity by ensuring flexible working policies and family-friendly practices are reviewed regularly.

Goal 2 - Increase Disability Representation

Current:	7.4%
National:	17.7%
Local:	16.8%

(Note: 6.5% of respondents chose "Prefer not to say.")

How We Will Achieve This:

- **Create a Culture of Openness** - Promote a safe and supportive environment where employees and applicants feel comfortable disclosing disabilities without fear of stigma or discrimination.
- **Data Confidence Campaign** - Launch internal communication efforts explaining why sharing disability status matters, how the data is used, and how confidentiality is maintained, helping turn "prefer not to say" responses into disclosures.



Goal 3 – Increase Asian or British Asian Representation

Current: 0.9%

National: 9.3%

Local: 12.3%

How We Will Achieve This:

- **Strengthen Local Outreach** – Build partnerships with Asian community organisations, mosques, cultural associations, and local influencers to raise awareness about opportunities at Milton Keynes Dons Football Club.
- **Celebrate and Promote Diversity** – Host and support cultural events celebrating Asian heritage, creating stronger links with local Asian communities and showcasing the club as an inclusive employer.

Name:

Ryan Gawley

Position:

Group Finance Director

Signed:

A handwritten signature in black ink, appearing to read 'R. Gawley'.