

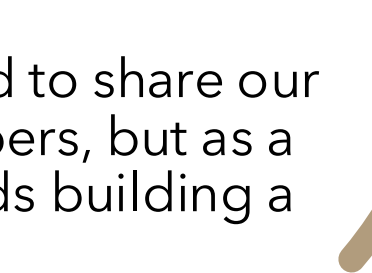


Workforce Equality and Diversity Report

2025- 2027



Message from the Club

- Charlton Athletic FC has a long, proud history of promoting equality and tackling discrimination. We want to build on this unique heritage, by committing to integrating and embedding EDI across all areas of the Club - from our Players and our Staff, to our Fans and our local communities - and to making a difference.
 - We recognise the importance of embedding EDI within the core fabric and culture of the Club, as both an organisational priority and operational imperative. We recognise that EDI goes beyond legal and regulatory compliance, adding significant value to us, as a Club. We want to ensure our commitment to EDI is a key dimension across all areas of our Club operations and activities, harnessing the benefits and contributing to the ongoing success of Charlton.
 - As part of this commitment, we are proud to share our workforce equality data, not just as numbers, but as a testament to our ongoing journey towards building a more inclusive Club environment.
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Our commitment to EDI

- Our ambition is clear – we are committed to providing an inclusive Club that is free from discrimination; a Club that provides the best environment for our Players and our workforce to thrive and succeed; and, one that provides a safe, welcoming environment and excellent experience for our Fans and local communities. We want to continue to build a Club culture where all relationships are characterised by understanding, dignity and respect - where everyone is treated fairly, and feels valued and part of the 'Charlton Family'.
- Equality, diversity and inclusion are easy to say, but harder to achieve. We recognise that EDI is not a box ticking exercise. EDI are core to our values as a Club and our wider ambition to ensure our Fans receive high-quality care and support, and our workforce are fully engaged, regardless of their background or identity. We want our Players and Staff to feel valued, listened to and included, and to have the support required to maximise and achieve their full potential.

Why Workforce Equality matters

Football is a game for everyone. Whether you're a Player, Staff member, supporter, or part of the wider community, EDI should be embedded in everything we do.


Workforce equality data is not just about compliance – it is a strategic tool that can help us operate more effectively – a diverse workforce contributes to better performance.

It also enables us to connect more deeply with our Fans, and strengthen community relationships, helping to:

- Identify gaps in representation and inclusion
- Drive evidence-based decision-making
- Encourage an open dialogue about EDI in Football
- Meet our legislative and regulatory obligations

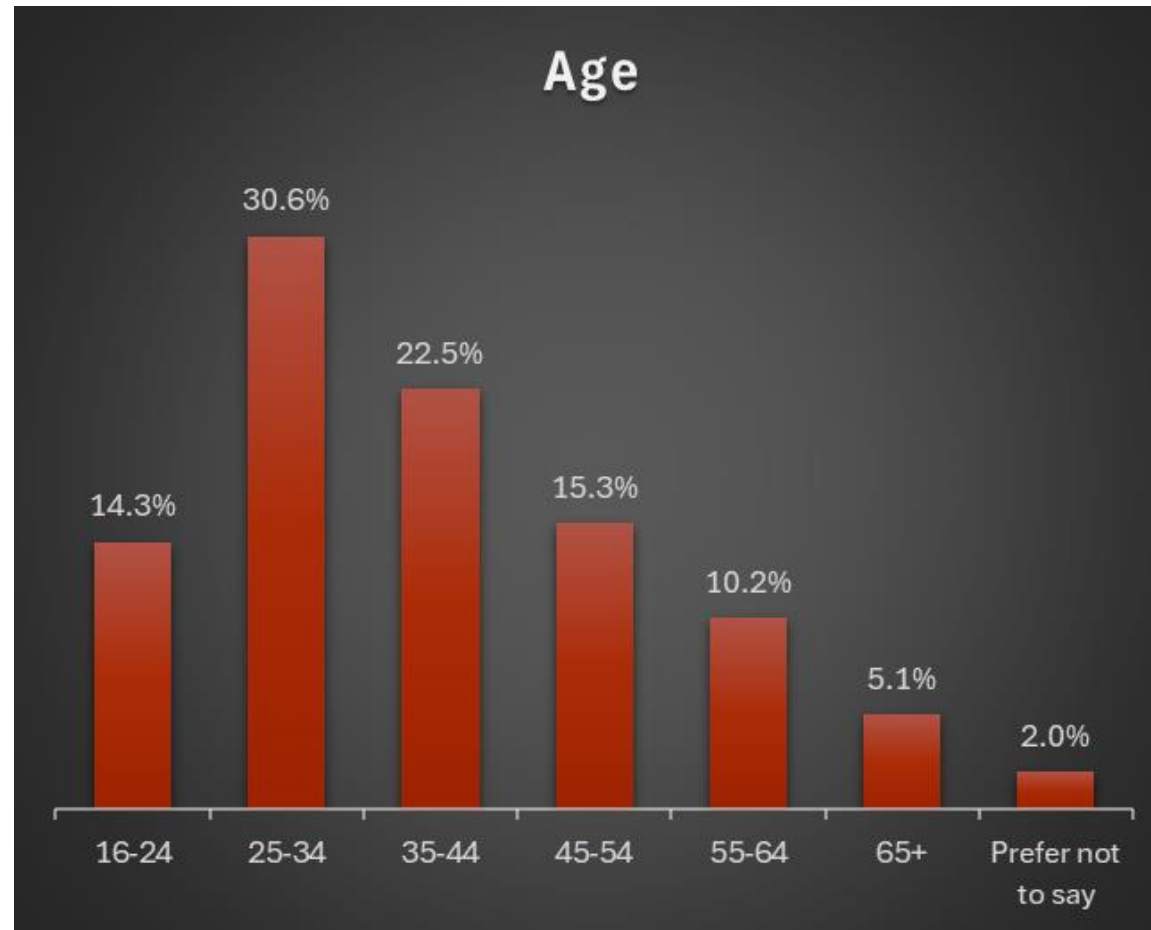


Current Workforce Demographics

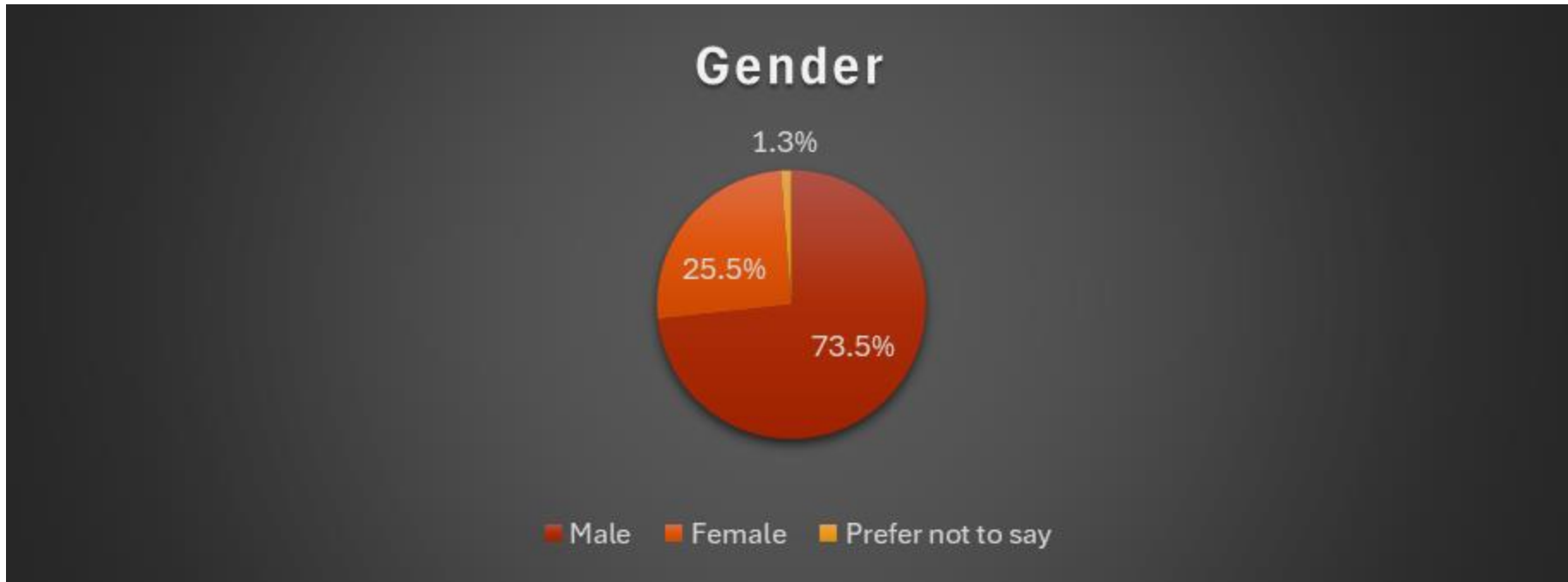
- We are pleased to share the Club's latest data on equality, diversity, and inclusion (ED&I) across our workforce for April/ May 2025. This was collected anonymously and confidentially in line with the EFL Code of Practice and FA Rule N.
 - It provides an overview of the demographic composition of our employees and highlights key trends. The data was collected through a voluntary survey.
 - Participation in the survey was **84.4%**.
 - We follow industry-standard definitions for diversity characteristics, including gender identity, ethnicity, disability, and sexual orientation. All data has been anonymised in accordance with data privacy regulations.
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Workforce Demographics

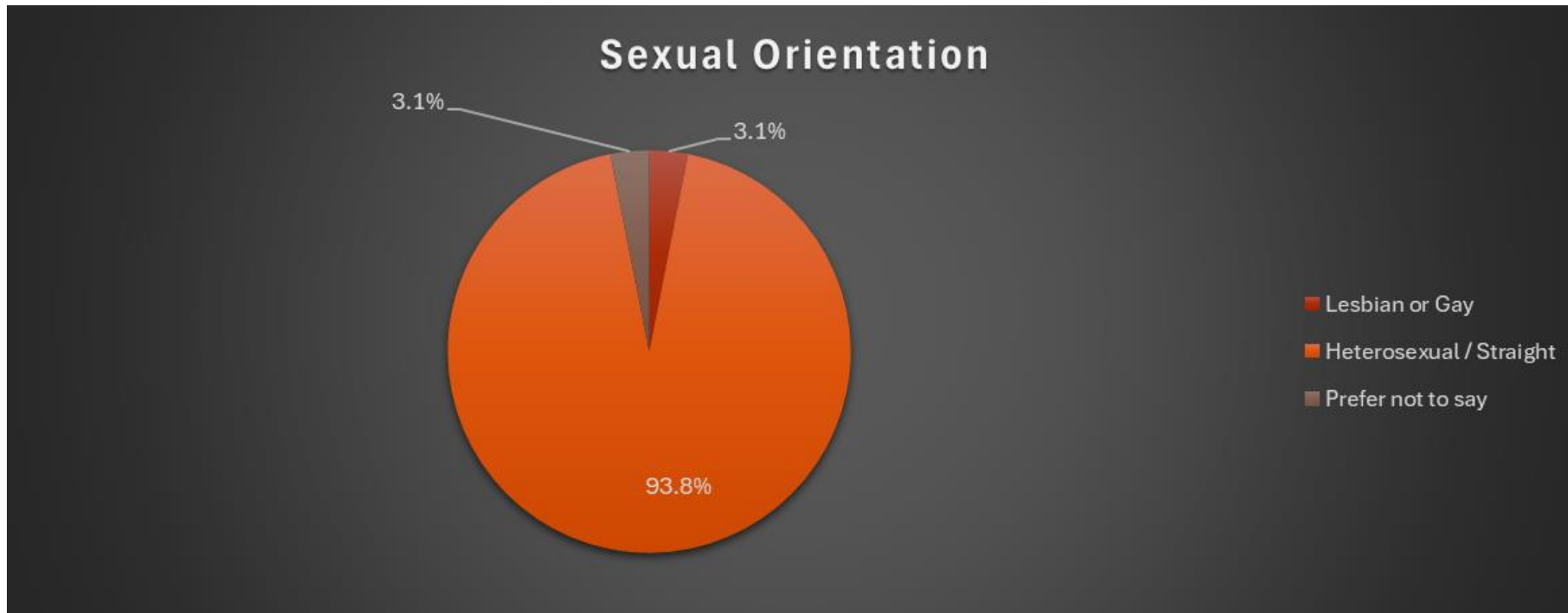
To provide clear insight into our journey toward workforce equality, we have compiled key data points that reflect the composition of our employee family.



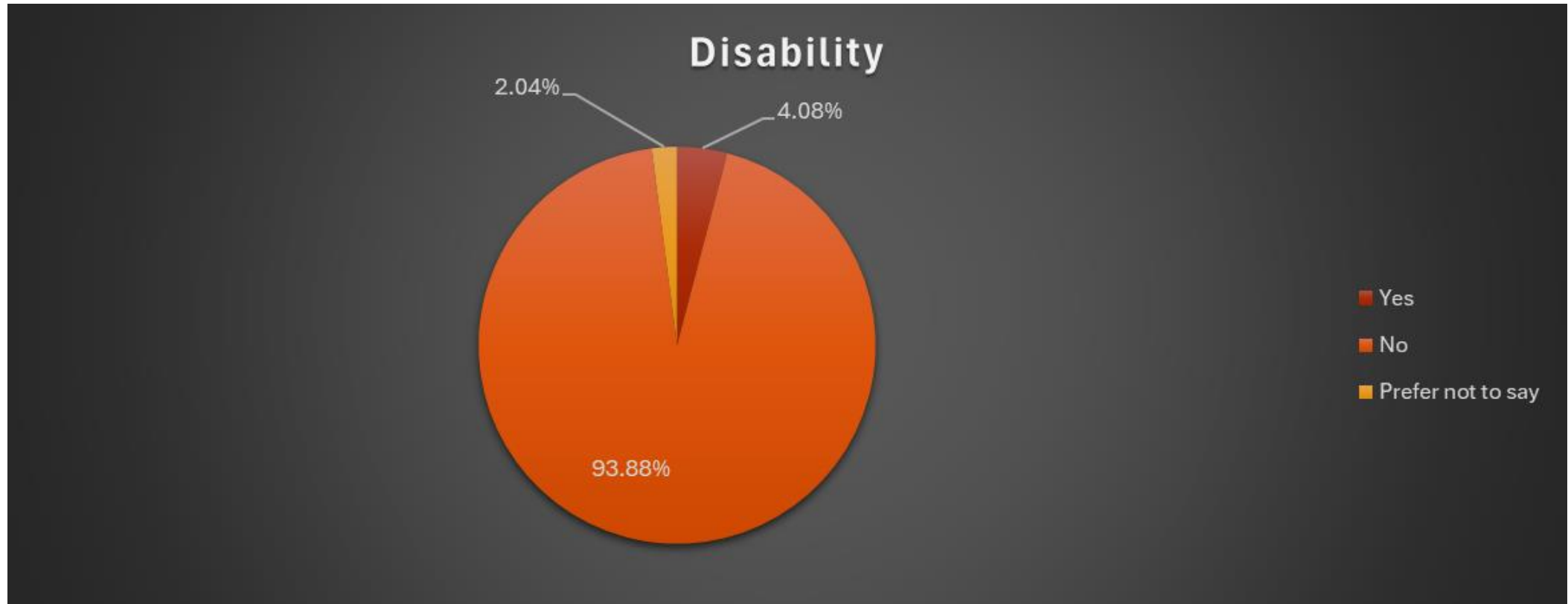
Workforce Demographics



Workforce Demographics



Workforce Demographics





Ethnicity

	%
White English	78.9%
Black and White Caribbean	5.1%
Other Multiple Ethnic group	2.5%
African or African British	3.1%
Indian or Indian British	2.5%
White - Scottish	2.0%
Caribbean or Caribbean British	2.0%
Black or Black British	1.3%
Arabic	1.3%
Prefer not to say	1.3%



Religion

	%
No Religion / Belief	50.0%
Christian	40.8%
Muslim	2.0%
Hindu	1.0%
Catholic	2.0%
Prefer not to say	4.1%

CAFC & EDI

Charlton Athletic Equality Diversity & Inclusion 24-25.mp4



Club EDI objectives for 2025/26

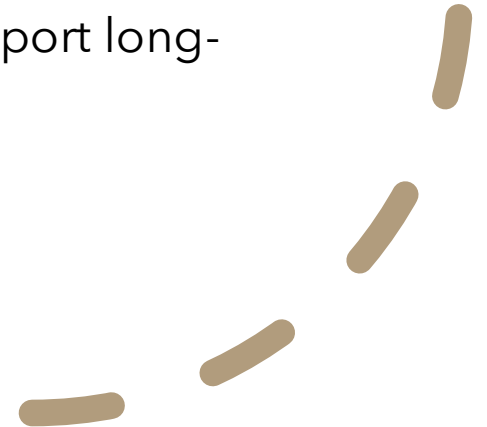
1. Increase Data Completion Rates:

To increase the percentage of staff who complete the CAFC Equality Monitoring Form to at least 90%.

2. Education & Awareness: To deliver tailored, CAFC specific *EDI, Unconscious Bias & Inclusive Language* Training to all staff. We will conduct at least 4 sessions in 2025 / 2026.

3. Increase the Diversity of CAFC's Fan Base

To implement an innovative, new research project to provide evidence-based, practical recommendations for diversifying Charlton Athletic FC's Fan base to reflect the demographic profile of the local area, to support long-term growth and sustainability.



Conclusion

At Charlton Athletic Football Club we believe that EDI is essential to the culture of Football and to the success of our Club - on and off the pitch.

We view EDI as a key driver of progressive change, and a strategic asset that can help support and drive Charlton towards excellence.

We are committed to creating an environment where everyone, regardless of background or identity, feels valued, respected, and empowered. We acknowledge the progress made so far, and we are steadfast in our mission to reach even greater strides in EDI.

This data is just one part of our story. We recognise that meaningful and lasting change requires ongoing commitment, effort, and shared responsibility - as we continue on our journey to ensure that Charlton Athletic is a Club where EDI and belonging aren't just encouraged – but embedded in our identity.

