



Rotherham United Football Club

Workforce Data

2025

Our Commitment to Equality, Diversity & Inclusion

Rotherham United Football Club (RUFC) Ltd is a diverse organisation that values difference and recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perspectives.

Rotherham United Football Club (RUFC) Ltd take great care to treat everyone as a person with equal rights and responsibilities to any other individual, whether they are an adult or a child.

We are committed to providing equality of opportunity and anti-discriminatory practice for all players, officials, staff, supporters, members of the community, partners and other stakeholders according to their individual needs.

Discrimination on the grounds of sex, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin or political belief has no place within the Club.



Our Published Data

Rotherham United collected anonymised workforce data to gain an understanding of the diversity 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	20	8.3	7.3
25-34	18	13.5	13
35-44	15	13	12.2
45-54	18	13.3	13.6
55-64	23	12.6	13.2
65+	5	9.9	19.6
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.22
Heterosexual / Straight	99	89.4	91.62
Bisexual	0	1.3	0.88
Other Sexuality	0	0.2	0.25
Prefer not to say	1		6.03

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	4	12.2	1.2
White	94	81.8	88.3
Asian or Asian British	0	8.5	5.3
Mixed or Multiple Ethnic Groups	1	2.9	1.4
Other Ethnic Group	1	2.2	3.9
Prefer not to say	0		

Gender	%	Nat %	Local %
Male	74	49	49
Female	26	51	51
Other Specified	0		
Prefer not to say	0		

Response Rate	
Employees	111
Response	92
Percentage	83

Disability	%	Nat %	Local %
Yes	23	17.7	38
No	77	82.3	62
Prefer not to say	0		

Religion	%	Nat %	Local %
Christian (all denominations)	43	46	49
Muslim	2	6	5.1
Hindu	0	2	0.3
Other Specified	3	2	0.8
No Religion	52	38	39.8
Prefer not to say	0	6	5.2

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

Our Goals

Goal 1: To increase female representation in our workforce, through ensuring jobs are more widely advertised and specifically encourage females to apply. Further we will highlight the achievements of our current female staff through an occasional but consistent communication campaign and thereby encourage more applications.

Goal 2: To encourage more applications from people with disabilities by following the guidance provided by joining the government's Disability Confident Employer scheme and making it clearer on recruitment adverts how we encourage applicants with disabilities. Also targeting local disability groups with all and any recruitment opportunities that arise.

Goal 3: To ensure our workforce more closely reflects the communities we serve, through ensuring job opportunities are advertised more widely and that job ads make clear our commitment to creating a more diverse working environment.

We will be working to achieve our goals by May 2027.

