



Equality Monitoring Report

Published April 2025

Background Statement:

Shrewsbury Town, in partnership with our Academy and Foundation works across the city to be inclusive and anti-discriminatory and work closely with the EFL, The FA, Kick it Out and Level Playing Field. We want to ensure that the Club is a place that is child and family friendly, free from discrimination and unfair behaviour.

Shrewsbury Town Football Club endorses the principle of Equality and is committed to ensure that everyone who wishes to be involved with Shrewsbury Town, regardless of their role, current or potential, can flourish in an inclusive environment, free from discrimination, harassment, or abuse (including safeguarding matters).

We take a proactive approach to advancing equality, celebrating diversity, and fostering an inclusive environment for all our staff, supporters, and stakeholders regardless of background or any of the nine 'protected characteristics' identified under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation).

We will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this statement and the actions and sanctions applicable are regarded as discrimination, whether physical or verbal. This includes any form of 'Hate Crime' which is a crime targeted at a person because of hostility or prejudice towards that person's disability, ethnicity, religion, sexual orientation or transgender identity. The Club will work to ensure that such behaviour is met with the appropriate action in whatever context it occurs, including inappropriate posts through social media. The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation, or bullying.

Shrewsbury Town is committed to remove and eliminate any direct or indirect discrimination of any form or kind within Shrewsbury Town structures and will under no circumstances condone unlawful discriminatory practices.

Shrewsbury Town Football Club will act promptly to deal with any complaints or grievances raised in respect of any breach and take appropriate disciplinary action

where breaches of this policy are deemed to have occurred. We are committed to raising awareness whilst providing training and education to promote inclusion and eradicate discrimination within football.

Shrewsbury Town Football Club is committed to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate. On match days we expect all fans to adhere to the EFL Ground Regulations and our ticket terms and conditions. Abusive or discriminatory language and behaviour is not acceptable. The content of this statement applies equally to the treatment of our staff, customers, supporters, clients and suppliers and is fully supported by the Board of Shrewsbury Town Football Club.

As part of this commitment, we have a rolling plan to collect equality data without which it will not be possible to identify any current areas of under-representation or potential inequalities, and as such, it will make it much more difficult for us to tackle these issues. The monitoring information will also greatly aid our efforts to ensure that all everyone involved in the Club's workforce are treated fairly regardless of age, race, disability, sex, gender identity, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion or belief. This work is being carried out as part of our responsibilities under the Equality Act 2010 and as part of the accreditation process for the EFL's Code of Practice.

Shrewsbury Town Football club collected anonymised workforce data to gain an understanding of diversity and culture 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	14.3	8.3	10.2
25-34	7.5	13.5	12.5
35-44	13	13	11.5
45-54	17.1	13.3	13.4
55-64	25.3	12.6	13.9
65+	2.7	9.9	22.7
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	0	1.5	1.2
Heterosexual / Straight	95.2	89.4	90.6
Bisexual	0	1.3	1
Other Sexuality	3.5	0.2	0.2
Prefer not to say	1.3		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	0.68	12.2	0.4
White	97.96	81.8	95.6
Asian or Asian British	0.68	8.5	2
Mixed or Multiple Ethnic Groups	0.68	2.9	1.5
Other Ethnic Group	0	2.2	0.5
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	12.5	17.7	18.2
No	86.1	82.3	81.8
Prefer not to say	0		

Response Rate	
Employees	150
Response	146
Percentage	97.3

Gender	%	Nat %	Local %
Male	69	49	49.3
Female	30	51	50.6
Other Specified	1		0.1
Prefer not to say	0		

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

Goal	Date
To increase female representation in our workforce by a further 5% by 2027, bringing representation to 35%	1/2/2027

Goal	Date
To increase representation of disabled people in our workforce by a further 2.5% by 2027, bringing representation to 15 % which will support the club in being able to achieve Disability Confident Leader Level 2.	1/2/2027

Goal	Date
To increase ethnic diversity in our workforce by a further 3%, bringing representation to 5%	1/2/2027

Name: Liam Dooley

Position: Chief Executive.

Signed:



L.F.D