



**CAMBRIDGE UNITED FOOTBALL CLUB**

# Equality, Diversity and Inclusion

## Annual Report

### Season 2024/25



Cambridge United Football Club Limited (Company No. 00482197)  
The Cledara Abbey Stadium, Newmarket Road, Cambridge, CB5 8LN  
Tel: 01223 566500



# CAMBRIDGE UNITED FOOTBALL CLUB

## Summary

The report outlines the Club's work in EDI in key areas.

In 2023/24 the Club achieved the EFL Bronze award for EDI Code of Practice. This report reviews the impact of our achievements and progress so far.

Olly Potter, EFL Club Inclusion Officer said,

"I would like to congratulate the Club on the Equality, Diversity and Inclusion work you are conducting at Cambridge United. It's clear that it's implemented to a high level throughout the club and contributed to achieving the Bronze Code of Practice standard.

Cambridge United have submitted a large amount of evidence that helps to create a clear picture and narrative of the club's EDI journey. The culture of EDI is driven from the top of the organisation and it's clear that the club is intent on being a leading example in the local community."

## Clubs statement on EDI

Cambridge United Football Club endorses the principle of equality, diversity and inclusion (EDI) and will strive to ensure that everyone who wishes to be involved in the Club whether as players, matchday fans, staff, Board members, participants in outreach programmes and other people engaged with the Club's activities (for example, suppliers, corporate partners)

- Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation, and
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to enjoy their engagement at the Club without the threat of intimidation, victimization, harassment, bullying or abuse.



# CAMBRIDGE UNITED FOOTBALL CLUB

## Welcome from the CEO

At Cambridge United Football Club, we are firmly committed to upholding the principles of equality, diversity, and inclusion (EDI). We strive to ensure that everyone who wishes to engage with the Club has a genuine and equal opportunity to do so free from discrimination and in line with their own ambitions and abilities. This applies regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Creating an environment where everyone can thrive, where dignity, rights, and individual worth are respected is of paramount importance to us. Equally, we believe it is essential that every individual can enjoy their experience with the Club without fear of intimidation, harassment, victimisation, bullying, or abuse.

We recognise that fostering an inclusive culture is an ongoing journey. As such, we are committed to continuously educating ourselves and our stakeholders both internally and externally on the core principles of EDI. Engaging with as many individuals and groups as possible from across our community is a key priority. Where barriers exist, we are dedicated to removing them and making reasonable adjustments to ensure everyone has access and opportunity.

In the 2024/25 season, our workforce comprised 80.5% men, 84% individuals identifying as White British, 25% aged between 25 and 44, and 6.5% with a disability. Additionally, 90% of employees identified as heterosexual, and 53% stated they had no religious beliefs. While these figures broadly reflect the demographics of the wider city, we acknowledge the need for greater diversity at all levels of the Club including our Boards and we are actively taking steps to improve this.

To support our ongoing EDI development, the Club has established an External Advisory Board, which meets quarterly to review policy, provide guidance, and help shape our community engagement strategy.

Cambridge United is proud to be an inclusive Club, and we are committed to embedding equality, diversity, and inclusion into our culture every single day.

Alex Tunbridge  
CEO





# CAMBRIDGE UNITED FOOTBALL CLUB

## New policies and policy updates

### *Flexible working policy*

Changes were made from April 2024 to reflect the new flexible working legislation which removed the requirement for an employee to have 26 weeks' continuous service before they can make a formal flexible working request. This means the right to request flexible working becomes a 'day-one' right.

Flexible working involves making a change to when, where or how an employee works.

[Code of Practice on requests for flexible working | Acas](#)

### *Maternity policy*

Changes were made to our Maternity Policy from January 2024; this included an enhanced maternity pay benefit.

[Checking your rights - Maternity leave and pay - Acas](#)

### *Paternity policy*

Changes were made from April 2024 which enable Fathers and Partners to be able to claim paternity leave at any point in the first year after the child is born. Also, the period to notify an employer for each period of leave is reduced from 14 weeks to four weeks before each consecutive leave commences.

[Taking paternity leave - Paternity leave and pay - Acas](#)

### *Carers leave*

Changes were made from April 2024 when the Carer's Leave Act became law on 6<sup>th</sup> April 2024. The new law gives unpaid carers, balancing unpaid care with paid employment, the legal right to five days of unpaid carer's leave every 12 months. This is a day one right.

[Carer's leave - Acas](#)

### *Sexual harassment policy*

Changes were made from October 2024 meaning that employers now have a legal duty to take reasonable steps to prevent sexual harassment and create a safe working environment.

New duty under the Equality Act 2010 will require employers to take "reasonable steps" to prevent sexual harassment of their employees.

[What sexual harassment is - Sexual harassment - Acas](#)

### *Neonatal Care Leave policy*

Changes were made from April 2025 for parents with babies in neonatal care to be entitled to additional time off as a day one right.

Neonatal Care (Leave and Pay) is intended to support parents of babies who are admitted into neonatal care within 28 days of birth. Eligible employees will be able to take up to 12 weeks of paid leave in addition to their other family leave entitlements such as maternity and paternity leave.



# CAMBRIDGE UNITED FOOTBALL CLUB

## Training

### *Sexual harassment*

Following the new duty requiring employers to take reasonable steps to protect employees from sexual harassment, all club staff have undertaken training on sexual harassment, looking at what it is and empowering staff to report it should it occur to them.

### *Discrimination awareness*

The safeguarding officer and DSLO attended a Level Playing Field Conference which has resulted in changes being made to our disability supporter policy. The club are also currently developing training to share with matchday staff and volunteers on disabilities and discrimination by focusing on raising awareness and promoting inclusivity. This will offer practical suggestions to ensure equal opportunities for individuals with disabilities. The training will also incorporate input from experts and those with lived experience to make the training more effective and relevant.

### *Mental Health Training*

Staff are undertaking mental health awareness training which is run by the EFL in April. Four members of staff are also completing the mental health first aid course in March.

### *EDI Training*

All staff complete an induction when joining the club which covers EDI training. Updates are also shared with matchday staff and volunteers in a training session held during pre-season. Staff complete the EFL 'Playing for Inclusion' course every three years.

### *Antisemitism Awareness Training*

Club staff have attended Antisemitism awareness training run by Maccabi GB. There are also plans to include this in the stewards training day in the summer.

## Disability confidence

The club has recently achieved the Disability Confidence Level 1 award, a government standard for recruiting people with disabilities and ensuring that there is equal opportunity to do so.

As a Disability Confident Committed Employer we have committed to:

- Ensure our recruitment process is inclusive and accessible
- Communicating and promoting vacancies
- Offering an interview to disabled people who meet the minimum criteria for the job
- Anticipating and providing reasonable adjustments as required
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work

We have updated our job adverts to make it clear that applications from disabled candidates are welcomed and will make any reasonable adjustments to interviews.

We will ensure that Level 1 is embedded within the club before looking to progress to Level 2.



# CAMBRIDGE UNITED FOOTBALL CLUB

## Case study - White Ribbon

Monday 25th November is highlighted as White Ribbon Day, which represents the movement empowering men and boys to stand up against violence against women and girls.

Cambridge United Foundation deliver a project called 'Pledge United', which is a programme developed to use football to begin a conversation and provide education around the issue of violence against women and girls. Cambridge United Foundation are thrilled to be able to pilot this programme in the UK as we adapt the content to the British education system.

The key message of this programme is that gender-based violence is a male issue, and that all males have a responsibility to create a safer culture. Whilst not every male will be violent, the likelihood is that all men will make a choice to be silent in the face of this violence or discrimination at some point. It is this silent majority that we are aiming to reach and change. Everyone can call out behaviour that is unsafe and harmful and by doing so we can be a part of a cultural shift.

The message of this programme fits perfectly with the 2024 focus for White Ribbon Day, 'It Starts with Men' and our Youth Engagement Officer, Kieran Wood, who leads the programme, is a White Ribbon Ambassador.

Kieran shares why he is so passionate about this area of work and why he became an ambassador.

*"White Ribbon is the UK's leading charity working to end this violence, and I want to be a part of that change. I passionately believe everyone can call out behaviour that is unsafe and harmful and by doing so we can be a part of a change in culture.*

*At present, we have completed Pledge United with 44 teenage boys from within 2 local secondary schools, and the club's under-18 scholars, with 100% making a verbal commitment to be a part of the change we want to see at the end of the programme. By the end of the academic year, we will have opened this discussion with around 175 young men, with the view of this programme growing further beyond that.*

*I feel honoured to be able to wear our club badge in schools as we deliver this programme and am proud to be associated with a club that supports this work! Everyone has a responsibility within this fight. Don't be silent in the face of violence or discrimination".*

White Ribbon Day is an opportunity for us all to reflect on the role each of us play in creating meaningful change. For more information on the work of White Ribbon click [here](#).

To learn more about the impact of our Pledge United project, watch the video below:

<https://youtu.be/H0LiPft005s>





# CAMBRIDGE UNITED FOOTBALL CLUB

## Women in football partnership



With football being the nation's most popular sport, we are aware of the incredible power football must bring people together. It can help provide opportunities to remove barriers and be a force for good in communities. As our female pathway at the club grows and develops every year, it aims to help the club create equal, diverse, and inclusive environments for all.

In the current 24/25 season, we have over 500 female players who are regularly participating within our pathway and representing the club. These players range from ages as young as 6 to our oldest first team women's player who is 35. We acknowledge and value differences in people, so we aim to provide players within our pathway with guidance and support to aid their development both as a footballer and as an individual. To allow greater equality, diversity, inclusion and accessibility to our girls' centers, we run our girls' programmes throughout the week at different venues which are based in Cambridgeshire and surrounding counties. Alongside this, we host open trials/talent ID events throughout the year at different locations to try and make these opportunities more accessible and inclusive for players and parents who have an interest in joining our club's female pathway. For those who potentially cannot access our girls' programmes on a weekly basis, we do host girls football camps which take place during the school holidays and are open to any female aged 6-16.

Since gaining our ETC licence three years ago, we have worked in partnership with the FA to provide more accessible and high-quality opportunities for gifted and talented female footballers. We aim to create an environment and culture where every individual who is involved within the programme feels safe, experiences a sense of belonging, and is empowered to achieve their full potential. With this centre addition to our female pathway, we recognised the financial barrier in which some players and parents may face to be able to participate within and access this ETC programme, so we created and have offered a hardship policy for the past three seasons. For those who may not qualify for the hardship funding, we do provide an instalment plan option which allows parents/guardians to split the cost of the relevant centre and pay for it over several months rather than one upfront payment.

We currently have 2 full time female and 2 full time male members of staff who manage all operations of our girls' programmes making it a 50% split (U8's, GDC, GGC, GEC and ETC). From a casual coach workforce perspective, we have 22 coaches involved in our girls' programmes of which 12 of these are female. This means our casual coach workforce is 55% female and 45% male.



# CAMBRIDGE UNITED FOOTBALL CLUB

## Academy

- The Academy places a high priority on EDI education. The Academy drives initiatives and champions an EDI culture across all practice areas. In line with key dates throughout the cultural calendar, training and awareness initiatives are provided to players to actively highlight religious and national holidays and observances involving special worship or obligations. This approach supports the Academy in promoting a positive EDI culture where 'difference' is respected and celebrated.
  - Some of the guest workshops delivered to the academy players during season 2024-25 are as follows: Troy Townsend (Racism and equality), Liz Ward (Identity), Maccabi GB, IfUCareShare and workshops delivered in partnership with LFE and internal delivery by Head of Player Care and Head of Education. All players also undertake a project during black history month coordinated and delivered by Head of Education and Head of Player Care.
    - The academy also provides workshops for parents to ensure that they receive similar training to their children and can reinforce messaging delivered at home.
- Mental Health awareness week is celebrated each year with workshops for academy players and infographics distributed to players and parents.
- The Club has implemented a Club-wide EDI working group. This group is tasked with driving and reinforcing the Club's EDI strategy and culture and ensuring the Club's practices fall in line with the FA and EFL requirements (EFL Code of Practice). Effective policies, procedures and key initiatives ensure that all staff feel connected to the Club, fostering inclusivity regardless of individual differences or protected characteristics. The Academy is represented on this working group by Head of Player Care and Academy Secretary.
- The academy also engages in projects alongside the Cambridge United Foundation to broaden the boys understanding of people and projects away from their own age and demographic. These include assisting with Senior's Afternoon Tea as well as player appearances at schools and other community projects. Our Scholars also undertake the "Pledge United Project". A video giving an overview of the project is attached earlier in the document.



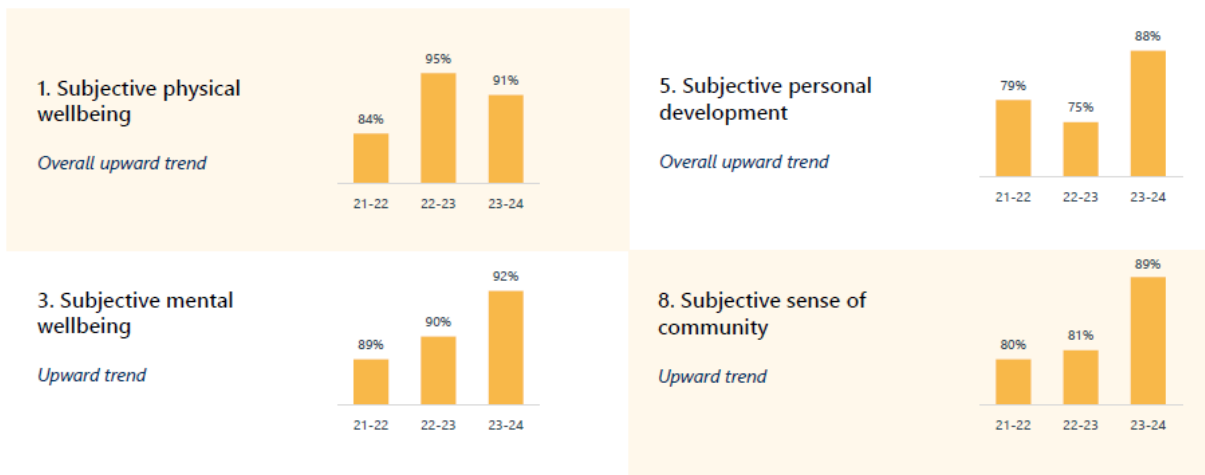
# CAMBRIDGE UNITED FOOTBALL CLUB

## Cambridge United Foundation – Community Impact

Having generated almost **£1.3 million of social value** over the 2023-24 season and engaging with 12,000+ Cambridgeshire residents, Cambridge United Foundation will continue to use its unique position to serve our local community, especially those most vulnerable. We are committed to fulfilling this potential.

Our impact data is consistent with our vision and mission, to enhance lives through sport – and focusing on improving physical wellbeing, mental wellbeing, social connectedness and personal development. In 2023/24 we delivered 894 sessions focused on community engagement and development: a total of 881 hours of delivery. In total, 447 individual participants were engaged in these sessions during the season, making 6,480 attendances between them. In addition to this we delivered over 4,000 sessions to local schools supporting education, training and/or employment. In total, 12,4710 participants were engaged in education, training and/or employment sessions during the year, which was an increase on our 10,436 from last year.

Having captured data over a three-year period, we have been in a position this year to monitor our progress in our key areas of focus:



We have had positive

measures of success in each area of focus, however, more importantly, we captured some qualitative feedback from participants too, which again demonstrates the difference the work of the foundation to individuals that take part in one or more of our programmes. Some examples below:

**“It has helped me with friendships, making new friends and communicating to people in general. It has helped me with my confidence and given a direction for my future.”**

Boy aged 13-15.

**“It's helped me to interact more with people and feel happier and less anxious sometimes.”**

Girl aged 13-15.

**“Helping me to lose weight but also meet people since moving to the area.”**

Male aged 26-35 participating in Community Health Sessions.

**“I am now getting out with new wonderful friends and have a social life after many years.”**

Female aged 76-85 participating in Forever United programme.

**“Increased his independence and confidence around other people.”**

Parent of male participant in Disability Sport programme.





# CAMBRIDGE UNITED FOOTBALL CLUB

## Programme Highlights

### 1. EFL Utilita Girls Cup

**On Friday 22 November, Cambridge United Foundation hosted the district round of the EFL Utilita Girls Cup, with Bottisham Village College winning the tournament on home soil.**

The annual tournament – concluding with the Final being played at Wembley in April - sees several initial rounds, with the first being a local tournament hosted by Football Club CCOs, in order to find their local school to progress through the competition.



This year’s competition saw the likes of Castle Manor Academy, St John’s College School, Trumpington Community College, Swavesey Village College, North Cambridge Academy, last year’s winners Saffron Walden County High School, and this year’s victors Bottisham Village College, all compete in a standard tournament format, followed by a final matchup between Saffron Walden and Bottisham.

The tournament is constructed to give the Under-13 aged girls, across the country, the opportunity to play in a competitive format, while maintaining the fun and enjoyable nature of age group football. One of the hopes is to inspire more young girls to get involved in football and develop a love for the game.

The tournament came to a head with last year’s winners – Saffron Walden CHS, and Bottisham VC facing off in a final matchup. Bottisham claimed the first goal of the final, before Saffron Walden were able to claw back and equalise before the whistle blew. The final ended in dramatic fashion with a penalty shootout, in which Bottisham earned themselves the trophy.

A massive congratulations to Bottisham Village College, but also to Saffron Walden and all the participating schools. The event was enjoyed by all and stayed true to the spirit of the tournament. Thank you to the Sports Leaders from Bottisham Village College for helping with the running of the event, and to the school itself for providing their astroturf pitch for the event.

### 2. Pilgrim Pathways Alternative School Provision

Cambridge United Foundation works as a delivery partner in Pilgrim Pathways School on a weekly basis, providing physical education sessions and wider learning support for the pupils. Yesterday’s player visits are an example of how CUF utilises the power of football to engage and inspire young people across Cambridge.

James Gibbons, George Hoddle and Josh Stokes visited pupils at Pilgrim Pathways School yesterday. During these visits, the players worked alongside school staff to support important learning concepts in PSHE lessons.

The lessons were focused on the importance of the students and players making mistakes and learning from them, and how the players’ experiences of dealing with adversity have shaped their lives and careers to date. They also took part in practical activities, creating chain reaction machines out of classroom materials – which taught the practical lessons of resilience and not getting things right the first time.



James Gibbons and Josh Stokes visited Addenbrooke’s Hospital, one of five current sites where Pilgrim Pathways delivers its educational programmes. The players visited two different wards and engaged with the young people there, both in bed-side visits, and in the aforementioned classroom activities.





# CAMBRIDGE UNITED FOOTBALL CLUB

Kieran Wood is a Youth Engagement Officer with the foundation and delivers these classes with Pilgrim Pathways Schools.

**“My role as a PE Lead, is to try and get the children out of their beds and provide them opportunities to be active, sometimes physically and sometimes mentally.”**

**“It’s great to see the impact of wearing a Cambridge United badge. It immediately engages the young people, and it’s nice for them to spend time with someone who isn’t a nurse or doctor, while providing the benefits that the classes aim to have.”**

He continued,

**“It’s equally important to be able to provide some normality in these settings for the children, who are isolated from their schools and their friends.”**

George Hoddle attended two settings on the Pilgrim’s Ida Darwin Hospital in Fulbourn alongside Tim Walker – Head of Programmes for the Foundation.

**“We were delighted to welcome members of the CUFC men’s first team squad to Pilgrim Pathways School recently. As always, having the players visit added a huge amount for young participants in these sessions,”**

Tim said. He added,

**“George, Josh and James got really stuck into the practical activities and engaged the students brilliantly in their discussions on the importance of making mistakes. We are incredibly grateful to them for giving their time to take part in the activities.”**

## *Bright Horizon’s café*

Cambridge United Foundation (CUF), in partnership with Cambridge Charity Fund Raisers (CCFR) introduced a new ‘Bright Horizons’ drop in café in 2025. The new informal programme will be an opportunity for members of the local community to gather together at the home of the U’s and have vital time to talk to one other.

This is a chance to meet new people, to chat about the latest action on the pitch, the weather or anything else that is on their mind. CUF and CCFR recognise the importance of connection in today’s hectic society and how simple conversations can be incredibly beneficial for individual wellbeing. Across its programmes, CUF is also committed to connecting the Cambridge community and these new sessions are another chance for local residents to get together in familiar surroundings.



Sessions take place on the second Wednesday of each month in the hospitality suites at the Cledara Abbey Stadium with refreshments provided thanks to the generous support of CCFR. As the programme develops, there will be the chance for participants to shape the format of future sessions, with the potential for guest speakers and activities to be incorporated as seen fit.

Ian Darler from Cambridge Charity Fund Raisers said:

*“We have chosen the name Bright Horizons for this new initiative as it suggests looking forward to better days ahead, symbolising hope and optimism in life.”*

Simon Wall, Community Engagement Manager at Cambridge United Foundation added:

*“We are always looking at ways of creating opportunities to bring people together and this café will do exactly that. It will be a safe space where people can come along and just be themselves.”*



# CAMBRIDGE UNITED FOOTBALL CLUB

## Holiday Camps



The Holiday, Activities, and Food (HAF) programmes are an initiative supported by the Cambridgeshire County Council, providing children who are on the Free School Meals scheme with continued support outside of the regular school calendar. This year's summer HAF camp lasted for 2 weeks, and provided 27 children with the opportunity to attend the camp at The Galfrid School where foundation coaches ran activities and workshops. Each day, the children were provided with healthy snack options and lunches, to help extend the "free school meals" scheme into the summer holidays.

On the final day of the summer HAF programme, we were delighted to invite Raspberry Pi Foundation along to run a coding workshop for the children. They led a 90-minute session, teaching the children how to code a sensor, which when placed in a football, could provide kick-force readings.

At the end of the camp, surveys were given to children and parents, to gain feedback on the programme, and how we can continue to improve the experience for the children. Of the children's responses on what they enjoyed most about the camp, **86%** said 'making friends', and **57%** said that they enjoyed taking part in new experiences', and of the parents' responses, **100%** reported that their child had an 'excellent' time at this year's summer HAF programme.

A big thank you to Cambridgeshire County Council and Raspberry Pi Foundation for supporting this year's summer HAF programme.





# CAMBRIDGE UNITED FOOTBALL CLUB

## EDI Events and Activation 24/25 summary:

Reached out to the local Mosque to meet the Imam and give away free tickets to upcoming games

Installed a multi-faith prayer room at the ground: <https://www.cambridgeunited.com/news/multi-faith-prayer-room-opens-saturday>

Attempted to help set-up a "Supporters Group for Ethnic Minorities & the Global Majority as the Club supported Together Against Racism fixture": <https://www.cambridgeunited.com/news/united-backs-together-against-racism-campaign-and-bid-set-new-supporters-group>

Worked alongside Her Game Too and our female-fan supporters group, Amber Belles to deliver our Her Game Too Matchday: <https://www.cambridgeunited.com/news/her-game-too-matchday-saturday>

This included an announcement that we will be introducing a female Mascot from next season: <https://www.cambridgeunited.com/news/make-mascot-new-female-mascot-be-introduced-next-season>

Worked with Football v Homophobia and the EFL to deliver our Together Against Homophobia Matchday: <https://www.cambridgeunited.com/news/united-stand-together-against-homophobia>

Helped enable First Team players, Glenn McConnell and Liam Bennett, and Cambridge United Women's Team players, Alysha Stojka-Down and Lauren Webb, to become Her Game Too Player Advocates: <https://www.cambridgeunited.com/news/bennett-mcconnell-named-her-game-too-player-ambassadors>

Club supported Queer Utopias football event: <https://www.instagram.com/wysing.arts.centre/p/C6N9GWMO-Tk/>

Foundation help Sleepout at Stadium event to raise awareness and funds for Homelessness: <https://www.cambridgeindependent.co.uk/news/70-people-sleep-out-in-2c-temperatures-at-cambridge-sleepout-9406727/>

Foundation work with Sleep Doctors to run Pledge United programme to teach dangers of gender-based violence: <https://www.cambridgeunited.com/news/united-team-police-help-tackle-violence>



# CAMBRIDGE UNITED FOOTBALL CLUB

## Summary

In 2020 Cambridge United were among the first Clubs to commit to the FA Football Leadership Diversity Code to drive diversity and inclusion across English Football, committing to tackle inequality across senior leadership positions, broader team operations and coaching roles.

The Code focused on increasing equality of opportunity with hiring targets – rather than quotas – to encourage recruitment from across society. Hiring will be based on merit, to find the best person for the job from diverse talent pipelines. The aim is to move away from recruitment practices focused on personal networks, which is a longstanding challenge across football and has limited the diversity in leadership across the game.

The Club committed to reaching its FLDC targets, with it being a firm focus of the Club starting at the very top, which forms part of the club's wider commitment to EDI. The Club created a sub-group of the Board to consider how to improve on all aspects in relation to EDI.

The Club successfully recruited under the PL and EFL Player to Coach Scheme and both the Club and Foundation are doing more than ever to reach all parts of our community and to show leadership in this area.

We have implemented a plan to collect equality data for recruitment which will enable us to identify any areas of under-representation or potential inequalities.

The 2021/22 EFL Code of Practice Final Assessment Report states that the club's submission showed "honest and constructive self-assessment, leadership, organisation and commitment to complete as much evidence as reasonably possible, at a time whereby the club faced many additional operational challenges.

Evidence presented by the club is above the minimum requirement and strong in terms of quality, relevance and reflective of collaborative working."

It was viewed as a starting point towards greater diversity and, while focusing on gender and ethnicity now in reflection, it will expand more broadly over time. The FLDC has now been incorporated as part of the EFL EDI Code of Practice and is part of the FA Rules, Rule N.

In 2024 the Club achieved the bronze award in the EFL EDI Code of Practice, being just one of 29 Clubs achieving the standard, with 19 awarded Bronze and 10 Silver.

The EFL Code of Practice requires Clubs to focus on priority groups in which under-representation exists, which are characteristics protected under the Equality Act 2010, which ensures that individuals are not discriminated against on the grounds of: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation.

The Code also gives special emphasis toward Mental Health and Wellbeing and provides the opportunity for Clubs to focus on areas of under-representation which are key to their local demographic e.g., Social Economic, employment, education.

Through all the hard work and continued commitment to the EFL EDI Code of Practice the Club are hoping to achieve the Silver Award for the season 2024/25.

