



# ANNUAL REPORT

MILLWALL COMMUNITY TRUST'S 2025 ANNUAL REPORT



# Tim Sells | 1978-2025



In August 2025, everyone at the Millwall Community Trust was saddened by the loss of one of our staff members, Tim Sells.

Tim joined the Trust in 2021 and played a pivotal role in expanding the football and sports department into the leading sports provider across Lewisham and Southwark.

Tim's unwavering passion for nurturing both players and people shone through in every aspect of his work, his kind-hearted nature touched everything he did. He was driven by a genuine desire to help others and make a positive impact.

His warmth, generosity, and spirit will never be forgotten. He will always be profoundly missed.

Our friend and colleague, Tim Sells.

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# Chairman's Report

*Keith Soper*

2025 has once again been a year of sustained progress for the trust.

We live in very challenging times with ever increasing numbers of people struggling with the effects of the increasing cost of living and the associated stark increase in mental health issues. The demand for support from our food banks continues to grow and it is a worrying statistic that 50% of those who use the food banks are in full time employment. It is particularly sad to see so many old people and nurses using the food banks. We remain grateful to the football club's fanbase and supermarket chains for the donations they make which are essential to the well-being of so many families.

Our trust already does a lot to support the local communities in which we operate but we are hindered at doing more by the ongoing reductions in central and local government grant funding. Regrettably the current situation is unlikely to improve soon. We continue to put our case forward for funding to tackle these issues as our trust and other football related community trusts have the structure and the ability to effect the real change that wider society wants to see come about in so many areas.

The number of free meals we provide to children during the 13 weeks of the school holidays has grown in 2025 to 9,500. We are grateful to the football club for producing the meals and it is heartening to see so many children benefitting from this programme. The simple truth is that low-income families would go hungry through a combination of a lack of money and energy poverty without our work in this area. We have seen an increase in the number of parents we feed also.

With funding from the Department of Work and Pensions we have established a Job Centre within the Lions Centre at The Den and the uptake from the local community has been very impressive. Some 2,000+ individuals have attended the 234 employability related events we run and 250+ have secured employment.

Our new three-year equality and diversity strategy was approved by both our trust board and the main football club board in early 2025. This important work is overseen by our newly named Equalities Steering Committee under the direction of our lead officer Jason Vincent. The committee includes club and trust officials, as well as fans. Going forward the Millwall Race Equality Partnership is now up and running and we have already forged important relationships with council officers from Lewisham and Southwark Councils, Kings College, Citizens UK and the Metropolitan Police. 75% of the participants in our programmes and 80% of our staff come from ethnic minority backgrounds, which underlines the importance of this work. Professional football is still blighted by homophobic chanting and racist behaviour, and our work in these areas is so important. We are proud of the success of the Millwall Romans and the Millwall Lionesses and individual players from both are a great support to our work in this area.

Our core activities remain focused on the London Boroughs of Lewisham and Southwark and at a time when there are so many challenging issues including knife crime, drug abuse and gang culture our work has never been so vital. I continue to have nothing but admiration for our staff on the front line of our service provision. Across all these programmes we work with 14,500 individuals across 25 strands of activity for people aged from 5 to 75 years.

We continue to grow our programmes in a varied number of areas which are aligned with the strategic objectives of the councils in Lewisham, Southwark and Sevenoaks, where we have instigated programmes in line with the community development plan we have agreed with Sevenoaks District Council which has seen us form an exciting new partnership with Kent County Cricket. These programmes cover the following areas: -

- Community Engagement
- Education and Life Skills
- Employment and Training
- Health and Well Being including mental health and obesity
- Sport and Physical Activity
- Youth Interventions including anti-social behaviour, street violence and knife crime

I must again pay tribute to the hard work and dedication of our trustees who receive no financial reward whatsoever for their valued contribution to the work of the board of trustees and its sub-committees on finance and governance. Their passion for the work we do, and their sound counsel is so impressive and makes my role a lot easier than it otherwise might be. I thank also all the full time and part time staff who are the life blood of our organisation.

I must also thank our senior leadership team led by our hard-working and dedicated chief executive officer Sean Daly backed by Joubin Sarami and John Scarborough. Sean is the first person to be awarded Lewisham Legend status which is a source of pride for all of us. We lost the third member of our senior leadership team in 2025 in Tim Sells and this is a great loss of not only of a hardworking and inspirational individual who loved his job but also a good friend. I thank also all the full time and part time staff who are the life blood of our organisation.

Finally, thank you to everyone organisation, individual and Millwall fan who supports our work. We couldn't do it with you, and we will continue to do all we can to support communities, families and individuals under the badge of Millwall governance. Their passion for the work we do, and their sound counsel is so impressive and makes my role a lot easier than it otherwise might be. I thank also all the full time and part time staff who are the life blood of our organisation.

Keith Soper

Chairman

# CEO's Report

## Sean Daly

In 2025 the trust celebrated its' 40-year anniversary and the football club its' 140-year anniversary.

As the charity arm of the football club, we continue to make a genuine and positive impact on the lives of ordinary people in health, education, employment, physical activity and sporting participation. Our groundbreaking programmes are concentrated in the London Boroughs of Lewisham and Southwark and in Sevenoaks in Kent. A recent study showed that we are fully aligned with the strategic objectives of the councils with whom we partner and in the case of Lewisham and Southwark we are providing some £14 million in social value.

Our 2025 financial statements show that the trust is in a very healthy financial position. This is without doubt a reflection of the hard work and commitment of everyone connected with the trust that I have the privilege of leading. The objectives set in our business plan to 2027 have to date been achieved in full and the trust has no debt and has 5 months of reserves and is looking to increase that to 6 months in 2026.

We continue to operate in difficult economic times with the ongoing cutbacks being made in local government spending limiting our ability to tackle some of the most challenging issues in modern day society including the ever increasing cost of living and the reliance placed on food banks for so many individuals including so many in work, gang related violence and knife crime, drug abuse and the increasing level of mental health challenges for so many people – young and old.

In 2025 we conducted a study of the impact the trust has made in the last decade which showed that the trust delivered 43,200 community sessions and engaged with 84,000 people. Over 160 schools were provided with access to the trust's education and physical activity sessions and 700+ adults and children with disabilities were supported by the trust. We now work with 14,500 individuals annually and are a force for good in their lives.

We are in our second year (of 5) in managing St Paul's Sports Ground on behalf of Southwark Council and so many of our programmes are run from there. We continue to build our relationship with Fisher FC who are based at the site with the long-term aspiration that at some point in the future they can take over the operation of the site. We are also delighted to have become the principal partner on the new £ 1.2m Riverside Youth Centre project.

Our relationship with Sevenoaks District Council continues to grow and although we are not required to undertake community programmes until work on the proposed new training ground commences, we have taken the decision to expand our reach for the benefit of the people of Sevenoaks. This in turn has led us to work closely with the London Golf Club in relation to their plans to develop their facility with the construction of a 5-star hotel and spa, private lodges, a driving range and a sports hub. A planning consent has been secured, and the trust is the London Golf Club's preferred operator of the new sports hub, and I anticipate this relationship will progress quickly in 2026.

The trust is also supporting the football club in the agreement of a new 999-year lease for The Den and a 250-year lease for the trust. Most of the legal groundwork has been completed and the next stage will be to work up the designs for the site and the costs involved. The establishment of a Job Centre in the Lions Centre at The Den is now fully established and there are plans for a series of job fairs in 2026. This initiative is so important when so many young people are struggling to find employment. The Centre provides a structured inclusive environment where young people can develop key skills, gain qualifications, and secure employment opportunities. It offers one-on-one support, where each participant receives an individualised action plan, career coaching, and sector-specific pathways into sport, construction, logistics, digital, health and social care, retail, and hospitality industries.

The Millwall Military Veterans Football Programme continues to grow and provides support for ex service personnel as they transition back into civilian life. The programme was set up to create a sustainable inclusive community that supports veterans to maintain physical fitness, mental resilience and to provide a social network which echoes the spirit and camaraderie of their service. Through weekly football sessions and social activities, the programme creates a supportive environment that helps veterans re-build their mental and physical well-being while addressing the isolation so often faced after military service added to the terrible personal effect that wars have on individuals through the unimaginable sights they have witnessed. Veterans are connected with organisations like the Royal British Legion who provide guidance and support on all aspects of civilian life. Participants are also helped to access education and employment opportunities. The objectives of the project are to help the military veterans to regain fitness levels and to build their mental resilience to help them to cope with the mental scars of war that they carry with them every day of their life. The objective of the social events is to build camaraderie and mutual support for one another.

In 2025 the trust ran free football and multisport courses during the 13 weeks of 'out of school term time' in the London Boroughs of Lewisham and Southwark and in Sevenoaks in Kent. The courses varied from three to seven days. Every player who attended was rewarded with a certificate of attendance and a football club gift. Special awards were handed out by our football coaches at the end of the week, including to the Players of the Week. These courses build confidence, skill sets and social skills. At lunch time, the trust provided 9,500 hot meals for all those attending the courses through funding from the Government's Holiday Activity Fund (HAF). All the meals were prepared by the football club's catering staff, and they focused on them being healthy and nutritious. Where it became apparent that parents were struggling to afford a hot meal they were also supplied with food. All families were also supplied with a breakfast bag containing milk, cereal and fruit. Many parents highlighted the fact that due to the cost-of-living challenges including the cost of energy and food itself that they were only able to cook one meal a day in the evening and that providing breakfast and lunch was challenging and without the trust meals they and their children simply would not eat.

Our work in the field of equality, diversity and inclusion continues to develop under the supervision of an Equality Steering Committee led by Jason Vincent. In 2025 we established a partnership forum which currently contains representatives from Lewisham and Southwark Councils, Kings College and the Metropolitan Police and the representation will be expanded in 2026 to encompass other like-minded organisations and to ensure that the optimum use of resources across all partners is maximised so as to increase the positive impact achieved.

Finally, I would like to take this opportunity to thank my board of trustees for both the work related and personal support they give me. This was particularly appreciated when we lost our colleague and friend Tim Sells in 2025 at such a young age. Tim was a key member of my senior leadership team, and I must thank the other members of the team in Joubin Sarami and John Scarborough for their hard work and support and all our passionate full time and part time staff who deliver all our groundbreaking programmes. I must also thank all the football club staff, Millwall fans and volunteers who continue to support our work. We should all be rightly proud of the work the trust does and the positive and life changing impact it has on so many people's lives.

# Wiggett Group



Wiggett Group are the trust's headline sponsor.

This will see the company work with the trust on a series of community initiatives across Football & Development, Community and Education and Employability programmes.

Wiggett Group staff will also be undertaking voluntary work at the trust to support their aims, while bringing the two organisations closer together.

Additionally, Wiggett will have a presence at trust employment fairs, offering both apprenticeships and full-time roles to trust participants; helping young people from the local area secure employment. As part of the deal, Wiggett Group branding will be visible both around the trust building and on the front of several trust age-group and disability teams.

With more than 40 years of experience, Wiggett Group are one of the most established construction companies in the UK, with an excellent proven track record as Social Housing Experts in Property Services. To ensure a high level of operational focus, Wiggett are centred around three operating divisions - Mechanical, Electrical and Property Services.

"We are pleased to extend our partnership with Millwall Football Club for a further two years," said Reece Wiggett, CEO of Wiggett Group. "As both a proud supporter of the club and CEO of Wiggett Group, this renewal is particularly meaningful to me. Millwall's values, heritage, and unwavering commitment to its fanbase strongly align with our own principles.

"As part of this renewed agreement, we're also proud to be supporting and sponsoring the trust for the next two years. Giving back to the local community and investing in programmes that create real impact is a key focus for us, and we see this as a natural extension of our relationship with the club."

Sean Daly, MCT CEO said: "We would like to thank Wiggett Group for their support of the trust. This sponsorship will really help support our work across our local community and continue to help us make an impact. This is a really exciting partnership and we are looking forward to working with Reece and his team at Wiggett Group."

# Millwall FC's Chairman

*James Berylson*

The trust continues to demonstrate the very best of our club's values and our deep-rooted commitment to the communities we serve.

The work achieved across a number of programmes is to be admired, and at a time when youth unemployment remains a significant national challenge, the trust's delivery of more than 230 employability events in 2025 - helping over 250 people into work - is an outstanding achievement that has a real and lasting impact on lives.

Equally, the provision of over 560 free community sessions tackling anti-social behaviour and youth violence shows the vital role the trust plays in creating safer, stronger neighbourhoods. These programmes are not just numbers on a page; they represent opportunity, hope and positive change.

The success of the trust is a source of immense pride for everyone connected with the club, and its work remains fundamental to supporting and uplifting our local community."



# Trustees

Nerisa Ahmed

Councillor Will Cooper

Mark Fairbrother

Peter Garston

Philip O' Halloran - Secretary to the Trustees

Clive Efford MP

Emma Parker

Carly Rawlinson-Simmons

Sarah Revell

Keith Soper - Chair of Trustees

Luke Wilson



CLUB  
COMMUNITY

# Financial Highlights

	£000s 2025	£000s 2024	£000s 2023	£000s 2022	£000s 2021	£000s 2020
Total Income	1.231	1.253	1.390	1.347	1.447	1.258
Total Expenditure	(1212)	(1173)	(11173)	(1173)	(930)	(1.129)
Surplus/ (Deficit)	19	57	217	194	547	(129)

# Mission Statement

The trust is committed to developing a range of diverse community initiatives and partnership working groups, to give the best opportunities to individuals and the wider local community, whilst using the profile and brand of Millwall Football Club to the maximum effect.

The trust's innovative programmes are delivered through a regular presence in schools and working with disadvantaged or socially excluded groups in society, through crime reduction initiatives and community-based sport coaching sessions.

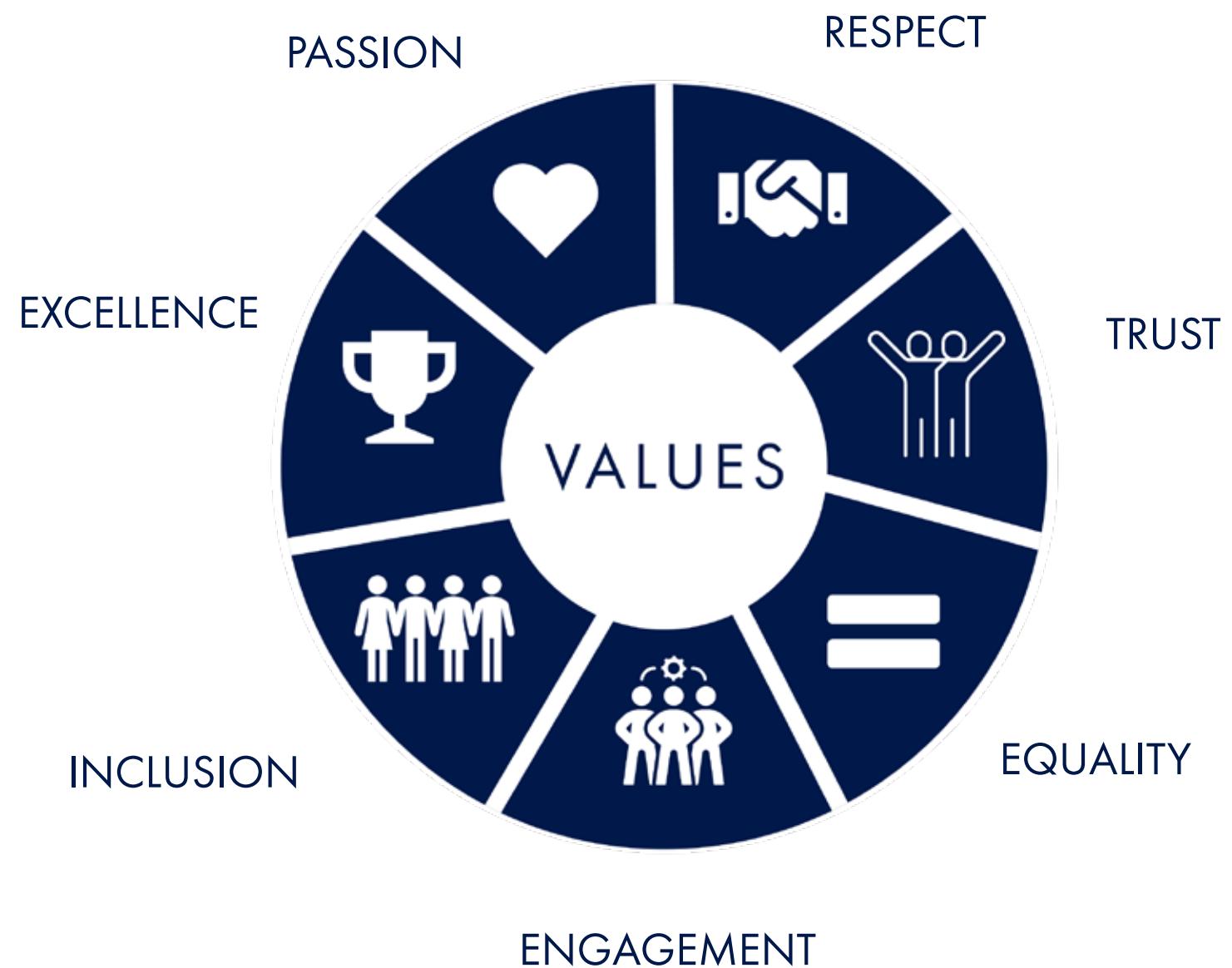
The type of programmes delivered by the trust fit under five main objectives: raising educational achievement, creating pathways to employment, building healthier lifestyles, bringing communities together and reducing crime.



# Vision

To offer the highest quality programmes to all members of the local community to improve their quality of life through Physical Activity, Education and Employability, Health and Wellbeing while empowering and inspiring the local communities to changing people's lives for the better







**6,345**  
hours of provision  
delivering in local schools

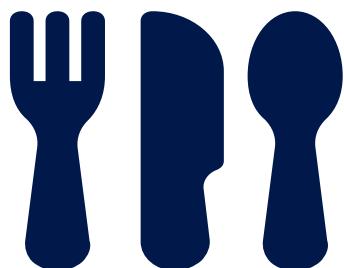


**1,123**  
participants on  
KICKS sessions



**420**  
hours of delivering in  
locals prison engaging  
with 95 inmates

 **14,500**   
people worked with in 2025



**9,500**  
meals provided for  
our participants



#### Education and Employment

**60**  
students registered for L1  
and L2 qualifications



27

Employment support  
programmes



2,300+  
children took part in healthy  
lifestyle programmes



800  
free health checks  
provided at the stadium



3,200+  
children engaged  
in schools provision per week



9,500  
free of charge holiday  
camps places

# Player Appearances



One of our biggest assets as a Community Trust is having the players coming in and supporting our programmes. Through this work players have provided vital support to education, social inclusion, health, disability and other interventions, supporting and engaging people who may otherwise lack key sources of support.

Sean Daly

CEO

Millwall Community Trust (MCT) work with Millwall Football Club alongside the Professional Football Association (PFA) to engage players in our programmes and initiatives.

First-team players from across both Millwall FC and Millwall Lionesses inspire both the next generation and older generation by visiting sessions across our local community.

MCT have player ambassadors with titles:

- Community Engagement Ambassador
- Mental Health Ambassador
- Crime Reduction Ambassador
- Disability Ambassador
- Women's and Girl's Football/Sport Ambassador
- Education and Employment Ambassador
- Equality and Diversity Ambassador
- Football & Sports Development Ambassador
- Lions Living (Sustainability) Ambassador



# Football Development

The trust provides an extensive Football and Sports Development programme across Lewisham, Southwark, and Kent, benefiting numerous young individuals each year. Catering to a diverse range of players in terms of age, gender, and skill levels, the programme encompasses activities ranging from toddler soccer to a professional pathway.

## Schools Provision

**3,200**  
Children engaged

**15**  
Schools

**6345**  
Hours delivered

The trust collaborates with multiple partner schools in Lewisham and Southwark, offering a range of sessions, such as:

Sport sessions covering Football, Basketball, Cricket, and Tennis.

Flexible scheduling during PPA time, Lunchtime, and After-School Clubs, providing opportunities for participation in a variety of sports.

Exclusive Girls Only Coaching Sessions featuring players from the Millwall Lionesses, promoting gender inclusivity and female participation.

Premier League Primary Stars and the EFL's Joy of Moving programme, engaging and educating children on the importance of reading and healthy eating.

Helping improve behaviour and using the power of football to act as mentors to children.



Holy Trinity is happy to have a continued partnership with the trust. The staff and coaches have provided new learning opportunities for the children through the various activities they provide for us and they have continued to inspire teamwork, resilience, and a love for staying active in the young minds at Holy Trinity!

- Holy Trinity Primary School



# Football Development

## Joy of Moving Programme

- 2300 children engaged
- 15 schools
- 295 hours delivered

The trust operates in partnership with the EFL in the Community and Ferrero UK to deliver the Joy of Moving programme to hundreds of school children in Lewisham and Southwark. The Joy of Moving programme is a national school-based educational programme for children aged 9-11 years old.

It aims to encourage physical activity, promote nutritional education and build awareness of the importance of a healthy diet and active lifestyle. Over six weeks, children will spend thirty minutes completing a practical session with the focus being around the participant's physical activity.

Sessions will be created and planned around physical fitness, motor co-ordination, cognitive functions and life skills. They will then spend thirty minutes in the classroom covering six different topics related to the body, nutrition, the importance of exercise and information about food groups, in line with the recommendations outlined in the Government's Eat Well Guide.

## Case Study - Turnham Academy Primary School

"Turnham Academy has been working in partnership with Millwall for a number of years now.

We value the work they do with us from bringing coaches into the school to work with our children, organising a range of football tournaments for us to enter and providing lots of other opportunities to be part of.

It is great to see a club putting their local community at the heart of what they do."



# Football Development

Holiday football and multisport camps

6,500  
Children engaged

9,500  
Hot meals provided

6,500+  
Hours delivered

In a span of thirteen weeks each year, the trust organises over 100 football and multisport courses in the London Boroughs of Lewisham, Southwark, Bromley, and Kent. As a registered charity, all proceeds from these endeavours directly contribute to the trust's community-centric initiatives.

Thanks to funding from Lewisham, Sevenoaks and Southwark Councils, coupled with support from the club and the board of trustees, a significant number of these holiday camps have been offered free of charge to participants this year. Moreover, every child attending these camps has been ensured a free hot meal, emphasising our commitment to holistic well-being.

These camps play a crucial role in providing not only childcare support for families but also catering to children who rely on free school meals during term-time, ensuring they don't go without during school holidays. The activities presented at the camps focus on enhancing multi-skills, promoting increased physical activity levels, and contributing positively to the mental and physical health of all participants. Beyond the sporting activities, the trust's skilled community coaches organise enrichment workshops that delve into health and well-being topics. These workshops address essential subjects like healthy eating, heart health, and overall body care, further underscoring our commitment to fostering a community where every individual can thrive both physically and mentally.



"I would like to extend my heartfelt gratitude to your entire team for orchestrating an absolutely fantastic football camp over the past few weeks. It has been an immensely positive experience for my children, Gil and Keir, who not only had an enjoyable time but also benefitted greatly from the enriching activities provided.

It's not just about the football skills they've acquired; it's about the holistic development that your team has fostered. The supportive environment, engaging activities, and skilled coaching have made a significant difference in their lives. As a parent, seeing this transformation is truly gratifying, and I couldn't be more appreciative of the effort and dedication your team has put into making the camp an enriching experience for every child."

*Parent of holiday camp participants*

# Football Development

## Player Performance Pathway

195  
Sessions delivered

6  
Academy trials

1  
Players signed

The Player Performance Pathway, which runs dedicated sessions for both boys and girls, has been carefully designed to provide a clear progression route into the Millwall Academy for players demonstrating the required ability. Lewisham and Southwark have a proud history of producing some of the most talented young players across the football pyramid, and our pathway ensures these players are given the platform to develop, perform, and be assessed by independent decision-makers within the academy.

Millwall FC's Academy Manager, Scott Fitzgerald said: "Millwall FC's Academy is committed to developing young footballers and providing them with a pathway into professional football. Teams run from ages U8's through to U23's within a safe and professional environment which allows young footballers to flourish. The trust's Player Performance Pathway centres aim to help identify and nurture local talented players. It has been specifically designed to help players improve and progress, whilst providing a clear pathway for any player who excels to the Academy level. The Player Performance Pathway is a weekly programme, following a structured technical coaching syllabus aiming at creating a genuine development pathway into academy football for young people within our communities.

"South London has a rich history of producing exceptionally talented footballers, many of whom have gone on to achieve professional success at the highest echelons of the sport. Understanding the potential within our local youth, Millwall has embarked on a journey to ensure that talent is not only identified but nurtured from a young age. Our mission is to offer the children of our communities the best chance of progressing and realising their dreams within the world of football".



"South London has a proud history of producing exceptional footballers who have gone on to reach the highest levels of the game. I firmly believe that within our local communities there is an abundance of untapped potential.

"At Millwall, we are committed to identifying, supporting, and nurturing that talent from an early age. We look to recruit and provide opportunities across the full pathway, from pre-academy through to post-16, for both boys and girls, ensuring players are supported at every stage of their development.

"Alongside player pathways, we are equally passionate about creating meaningful coaching opportunities, supporting the growth of practitioners and providing high-quality experiences that positively impact young people. My aim is to ensure that children and young people across our communities are given the very best opportunity to develop, progress, and pursue their ambitions within football, while also being supported as individuals both on and off the pitch."

**Nick Farrell**  
Football and Sports Development Officer



# Football Development

## Joy of Moving

**2,300**  
Children engaged

**15**  
Schools

**5**  
Festivals

The trust, in collaboration with EFL in the Community, spearheads the Joy of Moving programme, a corporate social responsibility initiative by Ferrero UK. With a rich history spanning over seven years, this program is underpinned by a methodology crafted by independent experts, including Foro Italico (Rome University) and the Italian Olympic Committee (CONI). Its primary objective is to inspire children to embrace movement through play, emphasizing the critical aspect of enjoyment.

This methodology strategically hones in on cultivating essential skills across four major areas:

- Physical fitness
- Motor coordination
- Cognitive functions & creativity
- Life skills

Operational within schools, the comprehensive Joy of Moving programme encompasses two pivotal elements: The Move & Learn project and Joy of Moving Festivals.

**Move & Learn:** Tailored for children aged 9 and 10, a crucial developmental stage, Move & Learn adopts a dynamic and engaging approach, spanning 9 hours of education over six weeks. Additionally, a series of family challenges extend the impact beyond the classroom, educating children on the significance of physical activity, a balanced diet, and an active lifestyle. The trust actively promotes the integration of these concepts within schools for sustained, long-term impact.

Results from this approach are overwhelmingly positive, with children expressing an enhanced understanding of the importance of staying active and maintaining a balanced diet. The latest programme evaluation reveals that 94% of children felt the six-week duration provided them with new ideas to engage in physical activity.

**Joy of Moving Festivals:** Running parallel to Move & Learn, the Joy of Moving Festivals are vibrant celebrations of physical activity organised by the trust. These events, conducted during the summer term, involve the entire school in half or full-day festivities that serve as a collective ode to being active. Children actively participate in a diverse range of enjoyable challenges and games throughout the day, fostering a sense of community and celebration around physical well-being.

## Premier League Primary Stars

**2,000+**  
Children engaged

**20**  
Schools

**559**  
Sessions delivered

The trust's PL Primary Stars is a dynamic initiative leveraging the allure of professional football clubs to ignite children's passion for learning, encourage physical activity, and cultivate essential life skills. Over the upcoming three years, MCT is committed to engaging with every primary school across Lewisham and Southwark through immersive six-week interventions. This comprehensive approach seeks to aid children in enhancing their proficiency in reading, literacy, PSHE, maths, and physical education. Simultaneously, it aims to empower primary school teachers by providing them with the skills and knowledge needed to deliver improved PE lessons.

Key objectives of the trust's PL Primary Stars include:

**Enhancing Teacher Skills:** Elevate the knowledge, skills, and confidence of teachers, ensuring an improved delivery of PE and school sport. By upskilling educators, the program seeks to create a lasting impact on the quality of physical education provided to children.

**Boosting Children's Engagement and Skills:** Increase children's enjoyment, participation, and skills in both competitive and non-competitive sports and physical activities. The goal is to foster a love for physical activity while enhancing their overall sports proficiency.

**Instilling Personal Skills and Values:** Heighten children's understanding of the personal skills and values essential for achieving their goals. The program is designed not only to improve physical well-being but also to instil character-building attributes crucial for personal development.

**Strengthening Academic Interest and Confidence:** Enhance children's interest, understanding, and confidence in English and maths. By intertwining educational components with physical activities, PL Primary Stars aims to create a holistic learning environment that resonates with the academic development of participating children.

**Supporting Sport Participation Pathways:** Actively support young people in exploring and pursuing further participation pathways in sport. The program aspires to create a seamless transition for children interested in delving deeper into sports and physical activities beyond the initial engagement.

# Football Development

## EFL Girls and Kids Cup

20 Schools      180 Participants Engaged

The EFL Girls and Kids Cup stand as massive undertakings, engaging over 16,000 children nationwide in what has become one of the country's most prominent football competitions. This remarkable journey culminates in exhilarating finals at an iconic stadium, offering school children the chance to live out their dreams before a captivated audience of thousands.

The trust orchestrates a mini-tournament at the Lions Centre for schools that it works with, with the victorious team earning the opportunity to represent Millwall at a regional competition. The ultimate prize is a shot at progressing to the national finals, where the thrill of competing on a grand stage awaits and the kudos of being national champions.



# Education and Employment

## Millwall Post 16 Football and Education programme

75	40+	250
Participants engaged	Football Fixtures	Training sessions delivered

The programme provides a distinctive chance for 16-18-year-old football enthusiasts, regardless of gender, to embark on a 2-year Football & Education Scholarship in collaboration with Lewisham College, Bacon's College, and the EFL Trust. Participants can elevate their technical and tactical expertise through a comprehensive football development and education curriculum that incorporates A Levels and BTEC qualifications.

Under the guidance of seasoned and certified academy UEFA licensed coaches, participants engage in up to 6 hours of weekly training. The focus of these sessions is on refining individual technical, tactical, and physical skills, complemented by a weekly schedule of competitive games against other pro club's teams. Additionally, students have the opportunity to pursue various qualifications, including BTECs and A Levels which can lead to US Scholarships, University or paid roles with Millwall Community Trust.



"My experience with the Post 16 programme has been one of the best I have ever experienced connecting to my football career, the fact that not only I get to play football but also take my education within this great sport, it has also helped develop my technical skills that I never thought I would ever achieve and I love the fact that my studies are also taken care by something I love doing. I have met wonderful players and coaches along the way. My favourite part of this programme is the way they teach players so professionally, it makes you feel like you are an academy player therefore the matches away are the best because the fact that you are going with the team in minivans it shows us how serious this is for the people who have organised it."

Marco Samaniego

Post 16 student

# Education and Employment

## Millwall Alternative Provision (AP) Academy Programme

**60+**  
Qualifications achieved  
by young people

**90%**  
Improvement against  
prior school attendance

**75+**  
Young people engaged with

**1,140**  
Hours Delivered

**100+**  
Education, mentoring  
and behaviour support sessions

**12-16**  
Age range of participants

The Millwall AP Academy Programme is a part-time alternative education provision delivered by the trust and continues to act as a key progression pathway into the trust's Post-16 Football Academy and wider employability programmes. The AP Academy supports Key Stage 4 and Year 9 students, providing opportunities to achieve accredited qualifications while engaging in practical, sport-related learning within a professional football environment.

The programme offers a blended curriculum combining non-formal classroom learning, practical delivery and work-experience tasters, creating an engaging education setting that re-motivates learners who are at risk of disengagement from mainstream education. A core aim of the programme is to re-engage targeted students in learning, develop employability skills and provide structured supervision support aligned with schools' core curriculum requirements, including English, Maths and ICT.

During the reporting period, the AP Academy supported over 75 young people through small-group learning and bespoke interventions. The trust delivered 100+ education, mentoring and behaviour support sessions, helping young people improve attendance, confidence, emotional regulation and engagement with learning.

The trust's experienced coaches, tutors and mentors provide students with real-world exposure to the sports and fitness sector, offering clear progression routes into further education, training, coaching qualifications and employment.

### AP Academy Pathways

The programme delivers four distinct learner pathways:

- AP Aspire Pathway – Supporting young people aspiring to work within the football and sports industry
- AP Elite Pathway – Pre-cursor to Millwall's Post-16 Football Academy for those identified as wanting to get into the football industry
- AP Girls Pathway – Supporting girls' participation and progression in football and sport industry careers
- 1:1 Intervention and Mentoring pathway (New Offer) enabling schools to refer young people requiring targeted individual support

In addition, the Millwall Progress Coach Secondment Model places trust staff directly into school environments, supporting supervision cover, teaching assistant support and targeted mentoring interventions.

These flexible models allow interventions to be tailored to both learner needs and school priorities, supporting reintegration, engagement and long-term progression.

### Core Qualification Offer

Learners can access a range of recognised qualifications, including:

- Employability Level 2 Award or Certificate · YMCA Level 1 Fitness & Physical Activity Award · Employability Level 2 Award or Certificate · Money Management Level 1–2 Award · Emergency First Aid at Work Level 2 · Food Safety and Hygiene Level 2 · FA Playmaker & Introduction to Coaching · CSCS Construction Card

The AP Academy remains a flagship alternative provision pathway for the trust, supporting improved engagement, stronger educational outcomes and sustainable progression routes for young people facing complex barriers.

# Education and Employment

**100+**

Young people positively engaged mentoring across the programme

**27**

Employability Skills workshop delivered

**10+**

Now working for Millwall FC or Millwall Community Trust

## Training Ground Employability Mentoring programme

The trust continues to deliver one of the highest performing EFL Training Ground programmes in London, providing targeted mentoring, employability support and progression pathways for young people facing barriers to education, employment and training.

During the most recent delivery period, the programme positively engaged over 100 young people, with more than 40% achieving a positive outcome into education, employment or training. This reflects the programme's strong emphasis on sustained engagement, personalised mentoring and practical progression routes.

The trust delivered over 1,000 mentoring and employability support activities across the programme, combining one-to-one mentoring, group sessions, career planning, employer engagement and confidence-building interventions. These activities provided young people with consistent support, helping to address personal, social and employment barriers alongside skills development.

A core strength of the programme has been its focus on employability preparation. Across the year, the trust delivered 27 employability skills workshops, covering CV development, interview preparation, workplace behaviour, communication skills and career planning. These sessions equipped participants with the tools needed to access and sustain opportunities.

The programme has also demonstrated strong workforce progression outcomes. More than 10 programme participants have progressed into paid roles within the trust and Millwall Football Club, strengthening internal talent pathways while reinforcing the trust's commitment to employing and developing local young people.

Through high engagement, strong outcome rates and clear progression routes, the Millwall EFL Training Ground programme continues to deliver high-impact, scalable employability support and remains a leading model of football-led youth development in London.

"When I first came to the trust, I was in Year 11 with no real plan for my future. But the Trust helped me find a passion for sports media and pushed me to be the best version of myself possible." Reece Endicott — Training Ground Graduate

"When I came to the trust, I was struggling to motivate myself in trying to achieve my goals. Everything I needed help with — like my CV — the Trust helped me with." Kaio Venturin — Training Ground Graduate

"The trust's Employability Hub is a friendly and helpful place where no matter who you are, they are willing to help you in your next steps. I've learned to feel more confident in myself." Tommy Norman — Training Ground Graduate

# Education and Employment

## Millwall Employment & IAG support programmes

The Millwall Youth Employability & IAG Hub is a flagship community employment programme delivered by the trust in partnership with Jobcentre Plus, employers, training providers and Millwall Football Club. Based at the Lions Centre, the Hub provides free, accessible employment support for young people and adults across Lewisham, Southwark and wider London. It was created to provide a purpose-built community space to tackle a persistent challenge: young people disengaged from traditional employment services, but responsive to trusted environments, relatable mentors and real employer connections.

The Hub provides an alternative, youth-friendly route into employment support. Every participant receives a one hour face-to-face assessment, followed by a tailored Action Plan, personalised mentoring and access to sector pathways, training and live vacancies.

Since the launch, the Hub has supported over 2,000 local residents through employability advice, mentoring, recruitment activity and sector pathways. More than 450 young people aged 16–24 have received targeted one-to-one Information, Advice and Guidance (IAG), personalised Action Plans and mentoring support. The Employment Related Services Association (ERSA) recently recognised the Millwall Hub as national best practice, describing it as a: "Trusted community anchor capable of engaging young people who would not otherwise access mainstream provision."

### High Impact Delivery Model

The Hub operates as a one-stop employment environment, combining:

- One-to-one careers guidance and mentoring
- CV, interview and confidence workshops
- Sector-specific bootcamps
- Employer recruitment events and job fairs
- Work experience, training and progression pathways

In its first year alone, the Hub delivered 234 employability-related events, including:

- 78 Jobcentre Plus Youth Employment sessions
- 54 full day mentoring sessions delivered
- 53 sector bootcamp workshops
- 39 employer recruitment events
- 27 employability skills bootcamps
- 26 information sessions
- 10 health and wellbeing sessions
- 3 large-scale job fairs

### Measurable Outcomes

The Hub has achieved strong, sustained employment outcomes:

- 250+ job offers secured through employer partners
- 80+ sustained job outcomes for young people
- 400+ positive employment, training and work trial outcomes across wider Hub activity
- 2,000+ unemployed residents engaged through Hub job fairs and recruitment activity

The Hub has also directly supported recruitment into Millwall FC and the trust, with local residents securing roles across hospitality, stewarding, security, ticketing, facilities operations, coaching, teaching and mentoring roles.

# Case Study

## "Millwall Employment Hub & EFL Training ground mentee to Millwall Premier League Inspires lead."

Eve was referred to the Millwall Employability Hub while exploring a career change and seeking more meaningful, people-focused work. With a background in psychology and counselling training, she was motivated to move away from short-term hospitality roles and into a profession aligned with her long-term ambitions in youth and community development.

At her first engagement with the Hub, Eve completed a one-to-one employability assessment and mentoring session. Together with staff, she explored progression routes that would allow her to apply her academic background, build professional experience and develop sector-specific skills. Eve found the Hub environment different to previous support she had received:

*"It felt more caring and personal. It wasn't just about finding any job – it was about helping me think properly about my future."*

Through the Hub's employer and training partnerships, Eve was introduced to the EFL Trust mentoring pathway and secured a placement at the EFL training ground as a mentee. This opportunity allowed her to gain frontline experience working with young people, while developing confidence and professional practice.

Her commitment, work ethic and strong engagement quickly stood out. As a result, Eve was offered a sessional role with the trust as an AP Academy Mentor, delivering direct youth support across education and employability programmes.

*"I finally felt like I was using the skills I had spent years working towards. It showed me what I was capable of."*

Building on this success, Eve progressed into the role of Interim Premier League Inspires Officer, supporting programme delivery across schools and community settings. Following a competitive recruitment process, she was subsequently appointed as the full-time Premier League Inspires Lead Officer, representing a significant career milestone.

As part of this role, Eve is now undertaking her teaching qualification funded by the trust, ensuring long-term professional development and sustainable progression within the sector.

*"Since joining Millwall, I've grown both personally and professionally. I've learned my strengths, built confidence and now genuinely believe in where my career is heading."*

Eve's journey demonstrates the Hub's impact beyond short-term job outcomes. It highlights how the Millwall Employability Hub creates clear progression pathways, nurtures talent from within the community, and supports individuals to move from engagement, to employment, to leadership, strengthening both personal futures and the trust's workforce capacity.



# Education and Employment

## Premier League Inspires



Following a successful Premier League Inspires funding application in July, the trust launched its' new Premier League Inspires programme in September, delivering targeted personal development, employability and wellbeing support for young people aged 11–18 across Lewisham and Southwark. The programme uses the power of the Millwall badge to engage pupils at risk of disengagement from education.

Within its first delivery period, the programme has already reached over 200 young people across 10+ education settings, including mainstream schools, alternative provision and college cohorts. This rapid scale of delivery demonstrates strong school engagement and the trust's ability to mobilise high-quality provision quickly.

Across the year, the trust has delivered 50+ Inspires workshops and mentoring sessions, combining classroom-based learning, small-group intervention and one-to-one mentoring. Delivery themes include employability skills, confidence, resilience, wellbeing, positive behaviour and career planning.

The programme has also delivered two mass participation events, including a large-scale social action project, enabling young people to develop leadership, teamwork and civic responsibility while contributing positively to their communities.

Millwall's Inspires delivery is underpinned by strong school partnerships, youth-centred delivery models and bespoke intervention services. Despite being in its first year, the programme is already strengthening young people's confidence, aspirations and pathways into education, employment and positive life outcomes.



**Premier League  
Inspires**

# Education and Employment

## Military Veterans Football Programme

The trust delivers a dedicated programme supporting military veterans and serving personnel through sport, peer connection and progression support at The Lions Centre.

The programme is built on a community-led approach, recognising that veterans thrive when support is consistent, accessible and relationship-based. Sessions provide a welcoming environment to reconnect socially, rebuild routine and access trusted guidance into training, employment and wellbeing support.

In partnership with the Royal British Legion, the trust hosts regular veteran coffee mornings in the Lions Centre Café ahead of Millwall matchdays. These sessions offer informal peer support, social connection and access to signposting services, strengthening community engagement.

Supported initially by the Sky Bet EFL Building Foundations Fund grant and subsequent fundraising, free weekly veterans football sessions are delivered every Thursday evening, equating to 52 sessions annually. These sessions promote physical wellbeing, routine, peer connection and mental health resilience. Alongside weekly training, participants engage in Saturday fixtures and special events against military veteran teams and serving personnel, supporting teamwork, confidence and belonging. All sessions include non forum integrated Information, Advice and Guidance (IAG) and mentoring support, enabling veterans to be supported with CV support, training pathways and employment opportunities alongside sport-based engagement.

The trust works closely with the Military Veteran Football Club, providing access to a national veteran football network, peer-led engagement pathways and wider competitive opportunities, strengthening progression routes for participants.

In 2025, participants took part in the Tommy Trek fundraising challenge, raising vital funds for veteran welfare and earning recognition as a top fundraising team."

The Millwall Military Veterans Programme continues to provide a trusted, community-based pathway for veterans to reconnect, remain active and progress positively.



# Education and Employment

## Millwall Prison Programme

95	2	420
Participants	Prison Venues	Hours delivered

67% of those in custody are unemployed at the time of imprisonment  
30% of prisoners are regularly truant prior to sentencing  
49% of male sentenced prisoners are excluded from school  
71% of female prisoners have no qualifications prior to custody  
52% of male prisoners have no qualifications prior to custody  
83% do not have paid employment on release

The accredited FA football-based course is being delivered at HMP/YOI Belmarsh Prison by the trust in association with the Twinning project. Multiple individuals are participating in the course both in the classroom and out on the field, and on top of providing them with coaching knowledge and education, it will also have a wider impact regarding their life skills and lead to an upturn in their behaviour.

The project aims to support prisoners whilst in custody and on release to help prepare them in their search for employment and reduce the likelihood of reoffending.



Going inside a prison is an enlightening experience, they are not pleasant places. Nearly 64 per cent of adults commit another crime within 12 months of their release. The prisoners have a very low level of self-esteem, and the programme will deliver coaching and other qualifications aimed at boosting employment chances. Football clubs have a community responsibility to support these prisoners, and their release into the local community.

David Dein  
Former Arsenal FC Vice Chairman

# Community Development

## Premier League Kicks

1,123

Participants

600+

Participants attended  
70 hours over the year.

238

Girls engaged in  
weekly football

Through the Premier League Kicks programme, the trust provides free weekly football sessions, youth work and mentoring of young people with the end goal of creating opportunities for young people to develop skills and improve confidence. The delivery takes place throughout the London Boroughs of Lewisham and Southwark and is aimed at supporting young people to progress into positive pathways such as football teams, volunteering as well as creating routes into education, training, and employment. The activities are split into age groups within the programme, and this is to allow participants that attend sessions to be engaging within their relevant age groups.

Activities take place in venues that are accessible to young people which include housing estate ball courts, youth clubs, leisure centres and football grounds. The football sessions take place in the evenings for 48 weeks throughout the year. and are very well attended by local young people.

In addition to regular weekly session through PL Kicks, the trust offer participants who attend the opportunity to represent Millwall at local and London wide tournaments hosted by a range of partners which include the Premier League Charitable Fund, professional football clubs and local community organisations.

As part of PL Kicks, we also run a variety of workshops for young people to have the opportunity to develop themselves in areas outside of playing, workshops include, Coaching, Refereeing and off the pitch roles in football to name a few. Our participants also complete social action projects and fundraiser as part of PL Kicks to support the local community.



# Community Development

## Crime Reduction Projects

### Divert

DIVERT is a Metropolitan Police Service (MPS) custody intervention programme delivered by the Bounce Back Project and funded by the Violence Reduction Unit (VRU). The trust uses the power of the badge and the football club brand, to promote positive change in the lives of the young people engaged with initially in Lewisham Police custody. The aims are to reduce or disrupt anti-social behaviour and violent crime in the local community. Together, DIVERT and MCT, as a legacy collaboration since 2018, have prioritised building purposeful connections with young adults aged 18-25, focusing on routes into education, training, employment. The Custody Intervention Coach on a case-by-case basis assesses everyone on their own merits and suitability based on risk informed decisions, to whether they are referred to access the MCT pathways pertaining to job opportunities, and community activities etc. DIVERT and MCT work diligently together to ensure all young adults are safeguarded and directed towards the best opportunity is best suited to making success achievable for them.

### My Ends GameChangers Southwark



This programme identified areas where local young people have fewer opportunities to access positive, developmental pathways to increase their resilience and reduce the risk of involvement in crime.

This will mobilise the community to increase the sense of ownership and stewardship of local facilities using football to engage boys, girls, parents, carers, and local volunteers to utilise and re-invigorate public space and facilities. The project links young people to the broader GameChangers programme which includes pathways to obtaining qualifications in coaching, volunteering in the community and routes into employment.

The GameChangers programme co-ordinates shared methods, collaboration, implements peer learning and allows the sharing of management tools with our partner providers and links into other providers, and particularly those in the local Youth Providers Network. These areas have been selected based on consultation with young people as well as a multi-stakeholder approach including discussions with the police, youth offending, community safety and Violence Reduction Unit (VRU).

The project uses football combined with a detached youth work and a youth inclusion methodology to support young people within the identified hotspots into positive pathways.

# Community Development

## Disability Sport



During the 2025 reporting period, the trust provided 2 weekly disability sessions in the London Boroughs of Lewisham and Southwark.

The programme aims continue to develop the growth of disability sports within our local community with the aim of creating pathways for those wishing to progress into structured teams and have regular competition through the year. We partner up with other local and national organisations such as the London and County FA, Premier League Charitable Fund and other professional and grassroots football clubs to host and deliver tournaments for our participants. Alongside this the side have entered the Friendship League.



The sessions are fantastic. Not only does it help to keep them fit and active, but they are now taking part in competitions against other clubs as part of a team. This would never have happened without the support, care and patience given by their Millwall coach Steve. The work Steve has done with them to boost their self-belief has been remarkable over the years.

Susan  
Parent of disability sports participant

## Adult Mental Health

Our Millwall Slam Health Intervention programme has a team which plays in the Adult Premiership League and welcomes anyone with mental health issues to get involved with our free weekly football session which help improve fitness and well-being.

We run a weekly afternoon football sessions in partnership with the South London and Maudsley (SLAM) and MIND.

Participants must be referred before attending the sessions.

Football provides a platform like no other to raise awareness and tackle society's biggest issues and the trust is proud to offer our support to our catchment area of Lewisham and Southwark. The Millwall Lions are a team which has been formed which is an example of individuals coming together whilst having fun and showing what can be achieved through the power of football.

# Community Development

## Older People Programmes (Walking Football)

During the 2025 reporting period, the trust delivered a weekly programme tailored for older individuals in the London Boroughs of Lewisham and Southwark. The sessions were made available for FREE due to funding secured from our partners at Southwark Charities.

The programme aims to unite older individuals from diverse backgrounds by engaging them in enjoyable football activity. This not only fosters a sense of camaraderie but also serves as a means to alleviate stress, combat isolation, and alleviate loneliness. Walking Football plays a vital role in supporting older individuals who may currently lead sedentary lifestyles or grapple with two or three limiting long-term health conditions, including dementia, mental health issues, and limited mobility, empowering them to maintain their fitness and overall well-being.



I really enjoy the walking football sessions at Millwall. I was nervous about going along the 1st time as I'd never played football to a great extent. I was made very welcome & even at my standard; they included me from the start. It's a fun way to spend an hour or so on a Friday morning. The group is more of a social group & includes men & women. Some of us meet up in the Millwall Cafe first & after the session we use the cafe upstairs in the hub, to have a cuppa & a chat.

We're all friends together & we enquire about the health of our members who are unwell & keep in touch with them. We organise events outside of the WF such as christmas parties & raffles. I have made a lot of new friends since being involved in WF & meet up with them for drinks and meals outside of our sessions. We have a Whatsapp group which we use to stay in touch with each other, to comment on games & to organise events.

It's been very good for my health & encourages me to do more physical exercise. I feel I've lost weight because of it.

As I help organise some of the events & friendly games against other WF teams, I feel it's helped me mentally to focus on what I'm doing & what I'm trying to achieve. It also helps me bounce off the others & run my ideas by them & get their ideas & feedback.

The WF sessions are now built into part of my & other players routine. We look forward to our games & to meeting up again & catching up with everyone's news. We also discuss ways to improve the game for us & are always trying to recruit new members.

*Benny Stone  
participant of the Walking Football Programme at  
the Lions Centre*



# Community Development

## Millwall Mentoring

100+  
Young people mentored      600  
Hours of mentoring

Millwall Mentoring provides and creates a safe environment so the young people can feel free to express and attend sessions without feeling like they are being judged or scrutinised.

Our mentors offer 1-1 mentoring sessions through the PL Kicks programme to support young people overcome bullying and help their mental wellbeing whilst reducing risky/harmful behaviours and anger management to name a few areas that young people are supported in.

Our mentors work with referral partners which include local police, local schools and community organisations, where they will refer any individuals that meets a specific referral criterion who may benefit from the programme, intervention and targeted support. Following an assessment and referral process the potential beneficiary is then partnered with a Millwall mentor coach who develops an overarching and individual programme of support.



# Equality and Diversity

## Millwall Lionesses Academy

**80**  
Participants engaged

**14**  
Players signed from  
MCT projects

**360**  
Coaching hours  
delivered

Millwall FC has its own official female youth football academy run by the trust offering development opportunities for gifted and talented female footballers within London and the surrounding areas. Millwall Lionesses and the trust's Football & Education Programme gives female players an elite pro-club experience for the first time, both on the pitch and off it. The Academy offers all players two training sessions a week, and a full set of fixtures as part of this elite programme.

The players are able to complete A-Levels and BTECs in a wide variety of subjects. The academy provides players with the best opportunities including direct pathways to professional football with Millwall Lionesses, professional coaching, university, USA College Soccer Scholarships and careers in Sport.

The Academy runs teams at Under 12, Under 14, Under 16 and Under 18. In 2025, multiple age groups won their respective JPL league titles as well as successful cup runs in both JPL and London Cup, with the Under-18's winning the latter.



# Equality and Diversity

## Millwall Lionesses Football Club

Millwall Lionesses Football Club is an English Women's Football Club based in Rotherhithe. Founded in 1972, the team went on to become the first women's football team to affiliate to a professional men's team. Millwall Lionesses became a leading force in both the women's game as well as the "Millwall Community Programme" and played an active part in the development of girls' football.

Millwall Lionesses were the first club to have a female Centre of Excellence, of which there are now 42 in England.

Millwall Lionesses field teams with an age range of eight to thirty plus. Hope Powell the former England women's national football team coach began her career with the Lionesses at the age of eleven, making her international debut at the age of 16. Katie Whitmore, a graduate from the Academy, became the club's first female team manager for the Lionesses in their ERWFL Division One South 2020/21 season. They have since gone on to be promoted to the London & Southeast Regional Premier Division (Tier 5). The Lionesses won the FA Women's Cup both in 1991 and 1997. The side are currently managed by Ted Jones who joined from Millwall Lionesses U18's and is assisted by Jack Wisson.



# Equality and Diversity

## Equality and Diversity

The Equality Steering Committee was created in January 2021 as an objective of Millwall's Diversity Strategy. The trust has a long and proud record of promoting equality, diversity and inclusion across the trust and club throughout all areas of work, which includes employment, the delivery of our diversity strategy and to ensure the club/trust are inclusive, diverse and family friendly. The Committee reflects both the club and trust commitment to equality, diversity and inclusion through partnership working and seeks to develop, monitor and further improve EDI and anti-discrimination practice with club/trust as well as working closely with the EFL around their Equality Code of Practice.

The Committee is responsible for supporting the club and the trust to achieve its strategic objectives through good EDI practice and fan engagement.

The Committee will ensure that adequate and appropriate actions are in place across the club/trust in relation to EDI policies and procedures to ensure delivery against these strategic objectives.

The Committee is comprised of trust and club employees, fan representatives, independent diversity advisors and MCT trustees who meet monthly with an end of year AGM. The growth of the EDI section saw the appointment of an EDI Lead covering the trust and the club in December 2023.



The following represent the delivery outputs: -

- EFL EDI Bronze Award
- Kit Marketing Campaigns
- One Club, One Community
- Rainbow Laces
- Millwall Romans/Pride FC
- Millwall Lionesses
- Greenwich Power-Chair Lions
- Community Coffee mornings
- Themed EDI matchdays
- Hear Hate, Don't Hesitate
- United 4 Change
- Muslim Athlete's Charter
- Anti Semitism Education
- Multi-Faith room
- Pride Awards
- Mental Health Champions
- Mental Health & Dementia Training
- All Wall formed

# Equality and Diversity

Millwall Romans

60  
Team members      4  
Championship league titles

Millwall Romans Football Club is one of London's LGBTQI+ friendliest and inclusive teams based in Rotherhithe, south-east London. The Romans play in the London Unity League (LUL) - a competition for LGBT+-inclusive clubs in the capital - and are members of GFSN, who administer national competitions. In the last year the Millwall Romans programme has grown to 60 members, which has developed into a further team called Millwall Pride.

Millwall Romans and Millwall Pride members have been advisers to sports and government organisations on inclusion within sport. Five Millwall Romans players were part of the Stonewall UK squad that won gold at the Gay Olympic Games.

Members of the Romans, Pride, MFC fan base, Club and Trust staff once again took part in London pride 2023.

2025 has been another great year for the Millwall Romans and Millwall Pride. We are delighted with our front-of-shirt sponsor Hello Romans and appreciate all their continued support. It's very important for the community to have an inclusive team. It's about providing that safe space. Players are very shy, and particularly in the football world, which is probably quite antiquated in its views.

However, we're proud to be able to continue providing a safe space for everyone.

A player can come along to us, it doesn't matter if you're gay, straight, bisexual, transgender, doesn't make any difference. We don't want to know, doesn't matter. It's just a group who get together and want to play football and feel comfortable in themselves.

*Paul Lodding  
Romans' manager*



# Impact Numbers



In 2024, the EFL commissioned a specialist research company to assess the impact of work delivered by all 72 EFL Clubs. EFL club initiatives across the UK generated over £1 billion in social value highlighting the critical role all EFL clubs play in addressing people's needs particularly in these tough economic times. Clubs serve their communities 365 days a year in a way few other organisations can do and directly support some of the most vulnerable people in society.

- In relation to the trust the research company highlighted the following key findings:
- Direct and indirect spending totalled £34.6m.
- £14m of social value was generated across the full range of trust programmes.
- 1,134 jobs were provided or supported.
- £2.1m was secured in funding and in-kind support for local community initiatives.
- The trust had 93 local partnerships in place.
- 85 staff were employed delivering 116,512 hours of support

"As a Southwark councillor, I am extremely proud to see such a clear, evidence-based articulation of the trust's contribution across all six strategic objectives. The scale and reach of the programmes you outline — from homelessness and early years support, to youth diversion, employability, mental health, inclusion, and environmental responsibility — underline the trust's role as a cornerstone community partner within the borough. Your assessment of a social value of circa £7m is both credible and indicative of the real, lived impact your work has on residents' lives.

"I am also writing as Executive Director of TLH Kicking Cancer, and from that perspective I want to commend the way the trust consistently uses the power of sport, place, and trusted relationships to reach those who are often the hardest to engage. The values running through this paper — prevention, dignity, opportunity, and long-term change — strongly resonate with our own work in the voluntary and community sector."

Councillor Maria Linforth-Hall



## HOSPITAL HEROES

Supporting frontline workers



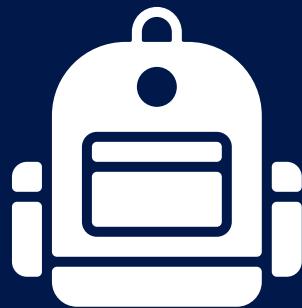
## FOOD BANK

helps 120 low income families per week



Targeted education for  
**VULNERABLE YOUNG PEOPLE**

Hosting sessions for



PRIMARY AND  
SECONDARY  
SCHOOLS



SERVING THE COMMUNITY



Lions Centre open for  
COMMUNITY MEETINGS



9,500 MEALS  
prepared and delivered



HARVEY'S DEN CAFE  
opened  
at The Lions Centre

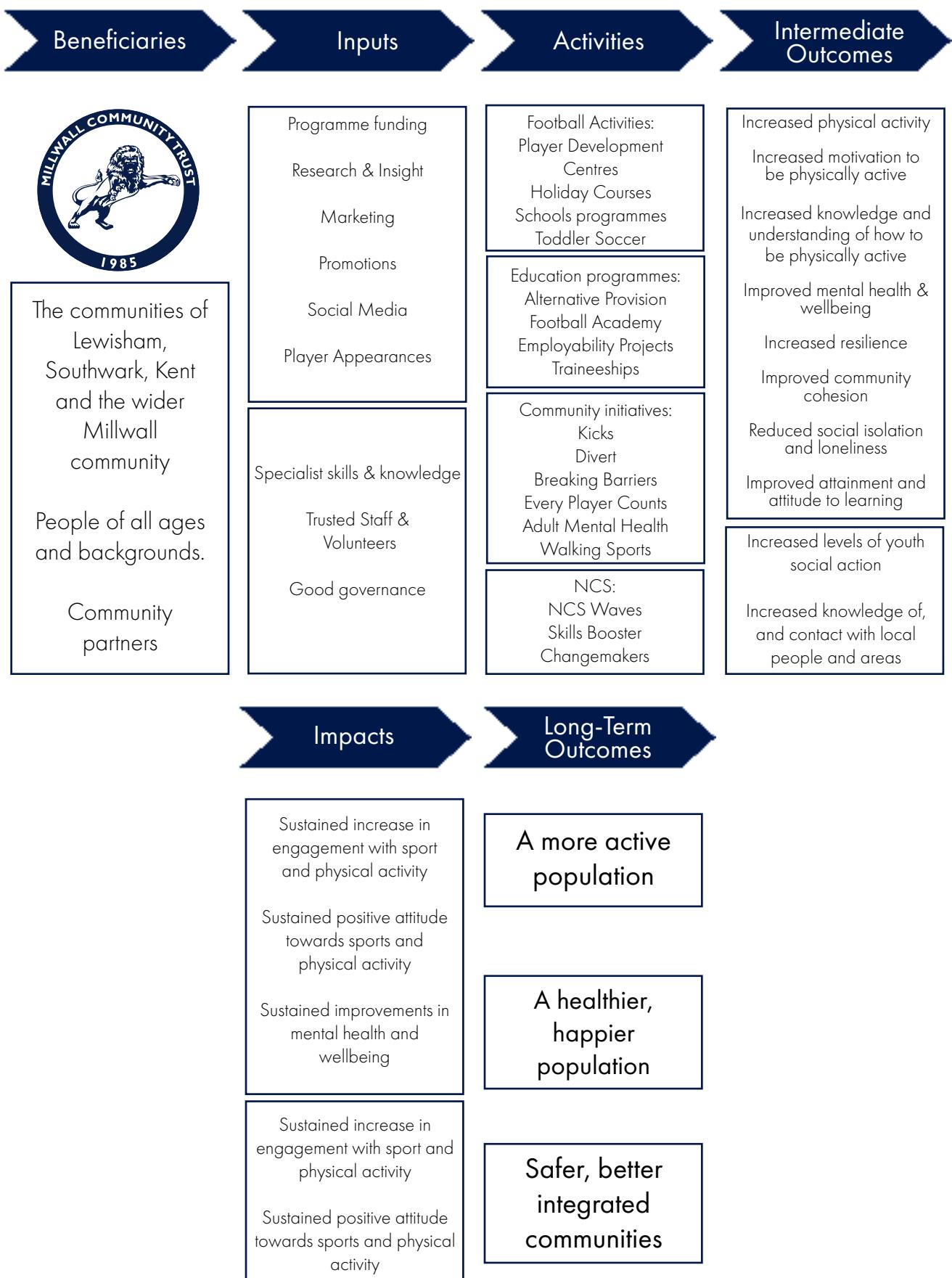


FREE  
Summer sports camps for  
9,500 children



The Lions Centre is used as a warm hub in the winter

# Theory of Change



# Community Development

## Lions Food Hub

The trust and the football club both became part of the community solution when the whole of the UK and further afield were rocked by the coronavirus pandemic and the cost-of-living crisis.

The Lions Food Hub, which ex Millwall Lionesses player Kelly Webster and Ellen Webster launched in association with the trust, is a food bank based at the Lions Centre to provide help to those in need of support in the local area.

The hub provides weekly food and household essentials for over 120 local families, serving users aged anywhere between their early 20s and mid-70s.

The food also offers advice support for users, with pop up stalls for citizen advice, council benefits, department works and pensions, job centre plus etc.

The Lions Food Hub celebrated it's fifth anniversary recently.



# Kent Community Development

With the proposed development of the club's new training ground in West Kingsdown in Kent, the trust has started this year in developing partnerships and programmes to support the local community.

## Estate Leagues

With partnership funding from Sevenoaks Council and Kent Police the trust delivered on-going 12 weeks KICKS style football sessions, based in four wards of the Sevenoaks district (Larkfield, Swanley, Edenbridge and New Ash Green).

Venues had been identified by the police and local authority as hot spot areas for anti-social behaviour and the need for positive activities for young people. Over 500 young people per week attended the sessions.

## Holiday Camps

Over the six weeks of summer school holidays, the trust delivered in partnership with Kent County Cricket Club free of charge weekly multi-sport holiday camps.

The camps were multi-sport camps, giving the children an opportunity to experience a variety of sports.

Millwall is more than a football club it is about helping the community and being part of something. I have learned so much and am now enrolling on a CSCS course so I can work in the career I want to do which is construction. Without Millwall's help this wouldn't have been possible, I have completed the Employability and Money Management Level 2 courses with Millwall Community Trust and transitioned to Kite College for a full-time construction college course

*A participant commenting on their experience  
of the West Kent Mentoring Programme*

"When a young person becomes isolated the impact on their family can be immense with so many ripple effects. This scheme was established to reach isolated young people that might find the support of an adult mentor from outside of their family beneficial in reconnecting and guiding them. Sometimes, as hard as parents, carers and families try to support their young people it doesn't have the desired effect. Giving a young person the opportunity to talk to, listen to and connect with a trusted adult outside of their normal circle can spark a change in their view of the world – I like to say 'show them the horizon'. Our mentoring sessions enable getting young people to Millwall and allow him ten to be part of the Millwall community meetings and introduced him to our community trust to see, experience and be part of our work in the community from holiday camps, over 59s walking football, hospitality works and mentoring our 13-15 year olds on our onsite alternative provision Academy."

*- Jenny Godfrey*

*Formerly at Sevenoaks District Council*

# Forever Lions Club



The Forever Lions Club (FLC) is an officially recognised initiative created to honour the legacy of former Millwall players and Lionesses.

It celebrates those who have proudly presented the club across generations, both on and off the pitch.

Launching in 2025, the FLC coincides with two major milestones: 140 years of Millwall Football Club and 40 years of the trust.

The FLC serves as a lasting tribute to their commitment, achievement and legacy for The Lions.

## Vision

To preserve the legacy of Millwall Football Club by honouring those who have worn the shirt with pride and passion.

## Mission

To celebrate former Millwall players and Lionesses by formally inducting them into an exclusive, prestigious club that recognises their impact on and off the pitch.

## Criteria

Nominations and selections are managed by the official FLC Committee.

Approximately three players will be inducted per month.





# THE FUTURE

The trust operates in accordance with a strategic plan which runs until 2027. Progress is monitored through a detailed business plan tracker, and this is reviewed by trustees at their quarterly meetings.

Equality, Diversity and Inclusion (EDI) will continue to be a key focus of the trust, and this has been demonstrated by a full time EDI lead who heads up an the Equality Steering Committee which comprises club and trust staff, supporters and key stakeholders. A progressive EDI strategy has been endorsed by the boards of both the club and the trust and plans are well advanced to establish a Millwall Race Equality Partnership comprising representatives of key stakeholders. The overriding objective is to promote equality, diversity and inclusion throughout the club and the trust and in the communities in which the club operates.

Again, this coming year will see a number of fundraising opportunities in collaboration with the club to raise vital unrestricted income for the Trust.

The club is currently finalising a new 999-year lease with Lewisham Council in respect of The Den and adjacent areas and this will incorporate a 250-year lease for the trust that will ensure it will have the facilities to operate and enhance its wide ranging community programmes for the benefit of the residents of the boroughs of Lewisham and Southwark.

The club has been granted planning permission to build a new state-of-the-art training ground complex in West Kingsdown Kent and as part of the planning process, the trust played a key role in agreeing a community development plan with Sevenoaks District Council and despite not being required to initiate any community programmes until a spade is put in the ground, the trust has done so and the response from local residents has been excellent. The overriding objective is to build a significant trust presence in Kent and to that end discussions are in progress to develop partnerships with both the London Golf Club and Kent County Cricket Club.

The trust already impacts positively on the lives of so many people aged from 5 to 75 and going forward, it is committed to extending its influence over all of the communities in which it operates.

# Key Partners

Active Communities Network  
Bounce Back  
Department of Work and Pensions  
EFL  
EFL in the Community  
Football Foundation  
Kick It Out  
Kent County Council  
Lewisham Council  
London FA  
Metropolitan Police  
Millwall FC  
Peabody  
Premier League  
Professional Football Association  
Royal British Legion  
Show Racism The Red Card  
Southwark Council  
Wiggett Group

