



WORKFORCE DIVERSITY REPORT 2025

INTRODUCTION

Data was extracted from our HR and Payroll system, on 3rd March 2025 anonymously and confidentially in line with the requirements of the FA Rule N.

Duplicates were removed to avoid occurrences where an individual had multiple roles that traversed or stayed within one segmented data category. This left a total number of staff surveyed as part of this collection at 750 individuals.

All individuals held a position within one of the following groups, Board and Senior Leaders, Other employees, Senior Coaching Staff, Other Coaching Staff and Foundation. The diversity data of these segmented groups was collated into a set of percentages that were assessed against local and national census data provided from the Office for National Statistics from the 2021 Census. The results of the comparison between Aston Villa Football club and Census statistics will be discussed below.

METHOD NOTES

There is no one within the club who has registered gender identity different to sex registered at birth, therefore this has not been added as a category within the report, the option to complete this information is available on our system.



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Category	Returns Rate
Number of Board, Senior Leadership, and Staff	82%
Number of Board and Senior Leadership	84%
Number of Other Employees	79%
Number of Senior Coaching Staff	50%
Number of Other Coaching Staff	91%
Number of Foundation	93%
Total Number of Staff	750

Gender	Total [No. (%)]	Board & Senior Leaders [No. (%)]	Other Employees [No. (%)]	Senior Coaching Staff [No. (%)]	Other Coaching Staff [No. (%)]	Foundation [No. (%)]	National Data [%]	Local Data [%]
Men	74.4%	80.0%	71.6%	90.0%	95.3%	74.0%	49.0%	49.0%
Women	25.6%	20.0%	28.4%	10.0%	4.7%	26.0%	51.0%	51.0%
Other Specified	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Prefer Not to Say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

Age	Total [No. (%)]	Board & Senior Leaders [No. (%)]	Other Employees [No. (%)]	Senior Coaching Staff [No. (%)]	Other Coaching Staff [No. (%)]	Foundation [No. (%)]	National Data [%]	Local Data [%]
16-25	24.3%	0.0%	26.0%	10.0%	7.8%	29.2%	10.6%	14.3%
26-35	33.7%	0.0%	33.0%	0.0%	43.8%	38.5%	13.5%	14.6%
36-45	19.3%	40.0%	17.4%	40.0%	34.4%	16.7%	13.0%	13.5%
46-55	10.0%	20.0%	9.1%	40.0%	10.9%	10.4%	13.3%	12.1%
56-65	9.5%	40.0%	10.5%	10.0%	3.1%	4.2%	12.6%	10.1%
66-75+	3.2%	0.0%	4.0%	0.0%	0.0%	1.0%	18.6%	13.1%
Prefer Not to Say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

Sexual Orientation	Total [No. (%)]	Board & Senior Leaders [No. (%)]	Other Employees [No. (%)]	Senior Coaching Staff [No. (%)]	Other Coaching Staff [No. (%)]	Foundation [No. (%)]	National Data [%]	Local Data [%]
Bisexual	1.2%	0.0%	1.4%	10.0%	0.0%	1.2%	1.4%	1.4%
Gay or Lesbian	2.5%	0.0%	2.5%	0.0%	0.0%	3.5%	1.7%	1.5%
Heterosexual / Straight	91.8%	100.0%	90.9%	40.0%	50.0%	94.2%	96.6%	96.7%
Other	0.8%	0.0%	1.1%	40.0%	0.0%	0.0%	0.4%	0.4%
Prefer Not to Say	3.7%	0.0%	4.1%	0.0%	50.0%	1.2%		

Disability	Total [No. (%)]	Board & Senior Leaders [No. (%)]	Other Employees [No. (%)]	Senior Coaching Staff [No. (%)]	Other Coaching Staff [No. (%)]	Foundation [No. (%)]	National Data [%]	Local Data [%]
Yes	4.0%	0.0%	2.7%	0.0%	2.0%	10.8%	17.8%	20.0%
No	94.6%	100.0%	96.1%	100.0%	98.0%	85.5%	82.2%	80.0%
Prefer Not to Say	1.5%	0.0%	1.2%	0.0%	0.0%	3.6%		

Ethnicity	Total [No. (%)]	Board & Senior Leaders [No. (%)]	Other Employees [No. (%)]	Senior Coaching Staff [No. (%)]	Other Coaching Staff [No. (%)]	Foundation [No. (%)]	National Data [%]	Local Data [%]
White	73.1%	87.5%	73.0%	50.0%	74.1%	72.4%	81.7%	48.6%
Mixed or Multiple Ethnic Groups	6.4%	0.0%	7.3%	0.0%	5.2%	3.5%	2.9%	4.8%
Asian or Asian British	6.0%	0.0%	6.8%	0.0%	1.7%	5.8%	9.3%	31.0%
Black, Black British, Caribbean or African	9.6%	0.0%	7.6%	0.0%	19.0%	13.8%	4.0%	11.0%
Other Ethnic Group	2.8%	0.0%	2.9%	0.0%	0.0%	4.6%	2.1%	4.5%
Prefer Not to Say	2.1%	12.5%	2.4%	50.0%	0.0%	0.0%		