



**Wigan Athletic Football Club AFC Limited  
Equality Monitoring Report Published May  
2025**



## **All Together Now**

A phrase synonymous with our town, and a motto that Wigan Athletic lives by. We want everyone to feel part of the Wigan Athletic family and be on the journey with us.

At Wigan Athletic Football Club and the Wigan Athletic Community Trust, we are proudly committed to equality, diversity, and inclusion (EDI) across every level of our Football Club. Doing the best that we can for the people of Wigan is our priority and focus.

We believe football is a game for everyone, and we are dedicated to creating an environment where all individuals, regardless of age, race, ethnicity, gender identity, sexual orientation, disability, religion, or background, are welcomed, respected, and valued.

Our commitment extends across our leadership team, colleagues, players, supporters, and all participants. We aim to ensure fair and inclusive access to opportunities, foster a culture of respect and belonging, and challenge discrimination and prejudice in all its forms.

We continuously review and strengthen our policies and practices to reflect best practice in EDI and actively work to ensure our Football Club is a safe, inclusive, and empowering space for all. We recognise that creating an inclusive football culture is an ongoing journey, and we are dedicated to learning, listening, and leading by example.



Wigan Athletic collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in April 2025 and was done anonymously and confidentially as part of the EFL Code of Practice and the FA Rule N. This will be conducted on a bi-yearly basis with the next to be published by June 2027.

Age	%	Nat %	Local %
18-24	15%	8.3	10.2%
25-34	33%	13.5	13.3%
35-44	23%	13	12.6%
45-54	12%	13.3	8.1%
55-64	11%	12.6	13%
65+	5%	9.9	19.3%
Prefer not to say	1%		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	3%	1.5	1.45%
Heterosexual / Straight	89%	89.4	91.97%
Bisexual	1%	1.3	0.89%
Other Sexuality	4%	0.2	0.01%
Prefer not to say	3%		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	1%	12.2	1.2%
White	95%	81.8	91%
Asian or Asian British	1%	8.5	1.8%
Mixed or Multiple Ethnic Groups	1%	2.9	1.3%
Other Ethnic Group	0%	2.2	3.9%
Prefer not to say	2%		

Disability	%	Nat %	Local %
Yes	4%	17.7	36%
No	93%	82.3	64%
Prefer not to say	3%		

Gender	%	Nat %	Local %
Male	66%	49	49
Female	32%	51	50%



Other Specified	1%		0.17%
Prefer not to say	1%		

Response Rate	
Employees	148
Response	148
Percentage	100%

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

Goal	Date
To increase Female representation in our workforce by a further 3%, taking representation to 35% by 2027	6.5.25

Goal	Date
To increase representation of our disabled people in our workforce by a further 2% taking representation to 6% by 2027	6.5.25

Goal	Date
To increase representation of our over 55 workforce demographic by 1% taking representation to 12% by 2027	6.5.25

Name: Sarah Guilfoyle

Position: Managing Director

Signed: *S. GUILFOYLE*