



Accrington Stanley Football Club has collected anonymised data to gain a better understanding of the workforce diversity at the club.

The data was collected in April 2025 as part of the EFL Code of Practice and FA Rule N.

(National and local figures have been obtained from the 2021 census)

Age	ASFC %	Local %	Nat %
18-24	5.4	7.7	8.3
25-34	29.7	13.4	13.5
35-44	35.1	12.1	13.0
45-54	8.1	13.4	13.3
55-64	8.1	12.5	12.6
65+	13.5	18.3	9.9

Ethnicity	ASFC %	Local %	Nat %
Black, Black British, Caribbean or African	2.7	0.3	4.0
White	91.9	82.7	81.7
Asian or Asian British	5.4	15.1	9.3
Mixed or multiple ethnic groups	0	1.3	2.9
Other ethnic groups	0	0.7	2.1

Gender	ASFC %	Local %	Nat %
Male	75.7	49.2	49
Female	24.3	50.8	51

Disability	ASFC %	Local %	Nat %
Yes	5%	20.8	17.1
No	95%	79.2	82.9

Sexual Orientation	ASFC %	Local %	Nat %
Lesbian or Gay	0	1.2	1.8
Hetrosexual/ Straight	91.9	90.4	93.4
Bisexual	2.7	1.0	1.5
Other	0	0.2	0.6
Prefer not to say	5.4	7.2	2.7

Response Rate	
Employees	43
Responses	37
Percentage	86%

Aims:	To increase the percentage of staff from the Asian or Asian British Community to 10% by 2027.
	To increase the percentage of female staff to 30% by 2027.
	To increase representation of disabled people in our workforce to 10% by 2027.
Strategies:	<p>Welcome and encourage applications from diverse groups.</p> <p>Descriptions and language are inclusive, promoting equality and diversity policies, offering flexible working and stating how the workplace has made adjustments for disabilities.</p> <p>Advertise in various places; EFL i-recruit, local newspapers, Indeed, local Job Centre, Mosque and Community Centres in the Borough.</p> <p>Interview a wide range of applicants from diverse backgrounds.</p>