



Swansea City Association Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **March 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	13	8.3	14.1
25-34	34	13.5	12.3
35-44	22	13	11.9
45-54	14	13.3	12.5
55-64	11	12.6	12.8
65+	5	9.9	20.5
Prefer not to say	1		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	2	12.2	1.10
White	94	81.8	91.4
Asian or Asian British	1	8.5	4.4
Mixed or Multiple Ethnic Groups	2	2.9	1.6
Other Ethnic Group	0	2.2	1.5
Prefer not to say	1		

Response Rate	
Employees	191
Response	171
Percentage	90%

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1	1.5	1.59
Heterosexual / Straight	95	89.4	88.82
Bisexual	0	1.3	1.5
Other Sexuality	0	0.2	0.31
Prefer not to say	4		

Disability	%	Nat %	Local %
Yes	4	17.7	22.3
No	92	82.3	77.7
Prefer not to say	4		

Gender	%	Nat %	Local %
Male	75	49	49.27
Female	23	51	50.72
Other Specified	0		0.27
Prefer not to say	2		

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

Goal	Date
To increase representation of disabled people by 2% by 2027, bringing representation to 6%	01/04/2025

Goal	Date
To increase female representation by 2% by 2027, bringing representation to 25%	01/04/2025

Goal	Date
To increase the ethnic diversity of the workforce by 2% by 2027, bringing representation to 7%	01/04/2025

Name: Tom Gorringe

Position: Chief Executive Officer

Signed:

