



Mandatory Workforce Data Collection and Segmentation

A. Notes

Included Staff: All permanent members of staff directly employed by the Club and all Board members. This excludes those only employed for event day operations.

This also excludes those who work solely in the women's game.

For employees who work in the CCO, they have been reported separately.

Collection: As part of our onboarding process, we collect the below data, where there is a difference in the response rate this would be due to the timing of the employee starting and our onboarding questionnaire. Local data has been taken from the Hampshire 2021 Census data and the national comparison data has been extracted from the 2021 National Census Data.

B. Definitions

Board and Staff: All permanent staff members directly employed by the club and all Board members.

Senior Leadership: All Executive and Senior Leadership team.

Other employees: All permanent employees who are not within one of the other reporting groups.

Coaching Staff: All permanent coaching staff.

National Comparison Data: Latest date from ONS (or other relevant source; source should be stated)

Local Comparison Data: Latest data from local or regional analysis (source should be stated). This data is optional, but clubs may like to use it to provide a comparison to their community.



C. Collection Data

Category	Number
Number of Board, Senior Leadership and Staff	247
Number of Board and Senior Leadership	24
Number of other Employees	223
Number of Senior Coaching Staff	10
Number of other Coaching staff	10
Total	267

D. Segmentation

Gender	Total	Board and Senior Leaders	Other Employee	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
Men	73%	6%	60%	4%	3%	49.0%	49.0%
Women	27%	3%	24%	0%	0%	51.0%	51.0%
Other Specified	0%	0%	0%	0%	0%	-	-
Prefer not to say (PNTS)	0%	0%	0%	0%	0%	-	-





Age	Total	Board and Senior Leaders	Other Employee	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
16-24	5%	0%	4%	0%	1%	8.3%	17.2%
25-34	42%	0%	39%	1%	1%	13.5%	9.2%
35-44	26%	4%	19%	2%	1%	13.0%	8.0%
45-54	13%	4%	9%	0%	0%	13.3%	7.6%
55-64	11%	0%	10%	1%	0%	12.6%	7.1%
65-74	3%	0%	3%	0%	0%	9.9%	9.0%
PNTS							

Due to census data including under 16's and over 75's the workforce data isn't in line with local and national data.

Sexual and/or romantic orientation	Total	Board & Senior Leaders	Other Employee	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
Bi (Bisexual)	1%	0%	1%	0%	0%	1.3%	1.1%
Gay or Lesbian	0%	0%	0%	0%	0%	1.5%	1.2%
Heterosexual/straight	75%	9%	63%	2%	3%	89.4%	94.3%
Other specified	0%	0%	0%	0%	0%	0.2%	0.3%
PNTS	24%	0%	19%	1%	1%	-	6.1%

Gender identity different to sex registered at birth	Total Board and Staff Combined	Comparison Data
Yes	3%	Not available
No	75%	Not available
PNTS	22%	Not available

The above data is based on 127 employees completing this question as part of their onboarding. 52% (140 Employees) do not have this recorded due to when we implemented this question as part of our onboarding.





Disability	Total	Board and Senior Leaders	Other Employee	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
Yes	3%	0%	3%	0%	0%	17.7%	6.7%
No	52%	5%	43%	1%	2%	82.3%	93.3%
PNTS	39%	4%	32%	2%	1%	-	-

5% - 13 Employees did not disclose

Ethnic Group	Total	Board and Senior Leaders	Other Employee	Senior Coaching Staff	Other Coaching Staff	National Data	Local Data
White	90%	8%	76%	3%	3%	81.8%	90.1%
Mixed or multiple ethnic groups	1%	0%	1%	0.3%	0%	2.9%	2.2%
Asian or Asian British	1%	0%	1%	0%	0%	8.5%	5.0%
Black, Black British, Caribbean or African	0.3%	0%	0.3%	0%	0%	12.2%	1.6%
Other ethnic group	1%	0%	1%	0%	0%	2.2%	1.1%
PNTS	4%	0%	4%	0%	0%	-	-

3% - Employees did not disclose

