



The Football Association: Rule N. Mandatory Workforce Data collection

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Rule N requires the Club to report on:

- All permanent staff directly employed by the Club and all Board members.

Rule N reporting **does not include** reporting on three significant areas of the organisation:

- Those who work solely in the women's game. *Rule N will include this data from 2027.
- Those who work within the BHAFC Foundation.
- Casual match day and other hourly paid staff.

BHAFC is committed to making our Club accessible to all, whether staff, players, fans or the wider community.

Statement of Commitment

Brighton & Hove Albion Football Club celebrates and values the diversity brought by employees, potential employees, casual workers, potential casual workers, players, potential players, applicants, supporters, participants on community programmes and customers and believes the Club benefits from engaging with everyone from a variety of backgrounds, thus allowing it to meet the needs of a diverse population within a multi-cultural society.

We share and are committed to the standards, values and expectations set by the Premier League, The Football Association, UEFA, the EFL and Kick it Out, who each assert that football is for

everyone and that it belongs to and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator.

We vow to treat everyone with respect and dignity and seek to provide a positive environment for all of our stakeholders, free from discrimination, harassment, victimisation or abuse. Our aim is to create a positive, inclusive ethos which will work towards the elimination of discrimination, harassment, victimisation and abuse whether overt or covert.

Our aim is to confront and eliminate discrimination whether by reason of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sex, sexual orientation, religion or belief. These are known as 'protected characteristics' under the Equality Act 2010.

Our Equality Work

Our commitment to equality will be accomplished by upholding the principles of equality, diversity, and inclusion in all aspects of our work. We will regularly audit and monitor our business activities, identify areas of under-representation or disadvantage, and take appropriate steps if it appears that our commitment to equality is not being delivered effectively.

As part of this commitment, we have a rolling plan to collect data on the profile of players, match-day fans, staff, Board members, participants in community programmes and other people engaged with the club's activities.

Our data analysis informs our EDI strategy and action plan which centres around our 3 key priority areas: Women, Disability and the LGBTQ+ community.

Our strategy aims to improve in these areas through education, active inclusion and active challenge of any processes or behaviours that are barriers to an inclusive environment.

More information on the club's equality work can be found on our website [here](#).

Diversity Data Report

Rule N Data

Workforce

Category	Number	Returns (return rate)
Total (All Workforce)	382	100%
Number of Board and Senior Leadership	23	100%
Number of Other Staff	359	100%
Total (All Coaching Staff)	29	100%
Number of Senior Coaching Staff	Included in "Other Coaching Staff"	
Number of other Coaching Staff	29	100%

Data and Segmentation

Gender

Gender	Total (All Workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data* (%)
Men	74	68	74	0	96	49	49
Women	26	32	26	0	4	51	51
Other specified	0	0	0	0	0	0	0
Prefer not to say (PNTS)	0	0	0	0	0	0	0

* Local data derives from the 2021 Census South East data

** To protect individual anonymity, demographic data is withheld for any group with fewer than 10 individuals

Age Bracket

Age	Total (All Workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data* (%)
16 – 24	6	0	6	0	0	8	8
25 – 34	37	0	37	0	36	14	12
35 – 44	24	31	24	0	40	13	13
45 – 54	16	46	16	0	24	13	14
55 – 64	13	15	13	0	0	13	13
65 – 74	**	8	**	0	0	19	19
75+	**	0	**	0	0	20	21
PNTS	0	0	0	0	0	0	0

Sexual and/or Romantic Orientation

Sexual and/or romantic orientation	Total (All Workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data* (%)
Bi (Bisexual)	**	**	**	0	0	1.28	1.29
Gay or lesbian	**	**	**	0	11	1.54	1.29
Heterosexual/straight	90	92	90	0	89	89	90
Other specified	0	0	0	0	0	0.34	0.33
PNTS	5	0	5	0	0	7.84	7.09

Diversity Data Report

Gender Identity

Gender identity different to sex registered at birth	Total (All Workforce) (%)	Comparison Data (%)
Yes	Data withheld to protect confidentiality	0.18
No	Data withheld to protect confidentiality	94.1
PNTS	Data withheld to protect confidentiality	5.72

Disability

Disability	Total (All Workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data* (%)
Yes	5	0	5	0	0	18	16
No	94	85	94	0	95	82	84
PNTS	1	15	1	0	5	0	0

Ethnicity

Ethnic Group	Total (All Workforce) (%)	Board and Senior Leaders (%)	Other Staff (%)	Senior Coaching Staff (%)	Other Coaching Staff (%)	National Data (%)	Local Data* (%)
White	94	100	94	0	90	81.7	86.3
Mixed or multiple ethnic groups	**	0	**	0	5	2.9	2.8
Asian or Asian British	**	0	**	0	0	9.3	7
Black, Black British, Caribbean or African	**	0	**	0	0	4	2.4
Other ethnic group	0	0	0	0	0	2.1	1.5
PNTS	0	0	0	0	5	0	0

