



**PORT VALE FOOTBALL CLUB** collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in **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	17%	8.3	7.4%
25-34	36%	13.5	13.2%
35-44	21%	13	13.1%
45-54	19%	13.3	12.6%
55-64	6%	12.6	11.1%
65+	1%	9.9	17.3%
Prefer not to say	0%		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	4%	1.5	1.5%
Heterosexual / Straight	90%	89.4	89.4%
Bisexual	0%	1.3	1.3%
Other Sexuality	0%	0.2	0.3%
Prefer not to say	6%		7.5%

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	1%	12.2	2.7%
White	93%	81.8	83.5%
Asian or Asian British	1%	8.5	9.9%
Mixed or Multiple Ethnic Groups	1%	2.9	2.3%
Other Ethnic Group	0%	2.2	1.7%
Prefer not to say	0%		

Disability	%	Nat %	Local %
Yes	11%	17.7	20.1%
No	88%	82.3	79.9%
Prefer not to say	1%		

Gender	%	Nat %	Local %
Male	64%	49	49.7%
Female	32%	51	50.3%
Other Specified	0%		
Prefer not to say	4%		

Response Rate	
Employees	101
Response	95
Percentage	94%

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

Goal	Date
To increase representation of people from diverse ethnic communities by 4% by 2027, resulting in this going over 5% overall and ensuring we are working towards being reflective of our local population	June 2027

Goal	Date
To increase representation of female members of staff by 10% by 2027, resulting in this going over 40% overall and ensuring we are working towards being reflective of our local population.	June 2027

Goal	Date
To increase representation of people with disabilities by 3% by 2027, resulting in this going to 14% overall and ensuring we are reflective of our local population and meeting local need, whilst providing equal opportunities for volunteering and employment	June 2027

Name: Will Turner

Position: Community & CSR Director

Signed: 