Workforce Data Reporting

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Introduction

Our commitment to
FA Rule N

At Brentford FC, we believe football is for everyone, it belongs to and should be enjoyed by anyone who wants to participate in it, whether a player, official, staff member or spectator. Our values are togetherness, respectful and progressive and we want to ensure that inclusivity is at the heart of everything we do.

In alignment with The Football Association's mandatory workforce data report, we are continuing to be transparent with sharing our data and ambitions. We have our EDI Strategy for 2023-2026 which was developed to drive lasting impact, utilising evidence, support existing commitments (such as the Premier League Equality, Diversity & Inclusion Standard), and ensure alignment with our values.

We defined our four key outcomes as:

Belonging

An environment where everyone feels a sense of belonging and can be themselves.

Safety

A safer environment (both physically and psychologically) for all.

Fairness

Fair systems and processes which provide equal opportunity.

Representation

An environment more representative of our population.

What our submission highlights

The FA Rule N requires all professional clubs to publish their workforce diversity data every two years. This data mirrors what has already been collected as part of PLEDIS.

Our submission provides a snapshot of our workforce diversity data as of April 2025, which serves as a benchmark for evaluating our current strategies and delivery plans. This data is used to support our internal workforce diversity data action plan which we created in line with HR to improve our approach to attraction, recruitment and retention of staff. This has help us strengthen our governance structures and ensure that EDI is embedded beyond just statements and policies, with a continued focus on key priority areas.

From this data, we are aware that we need to address the underrepresentation of our staff focusing on how we can build teams that are more inclusive of:

- Women
- People from ethnically diverse communities
- Disabled people
- People from the LGBTQ+ community

We recognise that, while progress has been made, there is still much work to be done to fully reflect the diversity of the wider population.

Category	Number	Returns (return rate)
All workforce (not including casual staff)	297	95%
Number of Board and senior leadership	22	95%
Number of other employees	275	95%
Number of senior coaching staff	11	100%
Number of other coaching staff	20	100%

Gender	Total No. %	Board & Senior Leaders No. %	Other Employees No. %	Senior Coaching Staff No. %	Other Coaching Staff No. %	National Data No. %	Local Data No. %
Men	72%	73%	72%	100%	55%	49%	49%
Women	23%	23%	23%	0%	<5	51%	51%
Other specified	0%	0%	0%	0%	<5	0.06%	0.08%
Prefer not to say (PNTS)	<5	0%	<5	0%	<5	-	-
Total	96%	96%	96%	100%	75%	-	-

Age	Total No. %	Board & Senior Leaders No. %	Other Employees No. %	Senior Coaching Staff No. %	Other Coaching Staff No. %	National Data No. %	Local Data No. %
16-24	13%	0%	13%	0%	<5	8%	9%
25-34	42%	<5	45%	0%	40%	14%	18%
35-44	27%	32%	27%	70%	35%	13%	16%
45-54	11%	50%	9%	<5	<5	13%	13%
55-64	6%	<5	5%	0%	0%	13%	10%
65-74	<5	0%	<5	0%	0%	10%	7.4%
75+	<5	0%	<5	0%	0%	8.6%	6.1%
PNTS	<5	<5	0%	0%	0%	-	-
Total	100%	100%	100%	100%	100%	100%	-

Sexual and/ or romantic orientation	Total No. %	Board & Senior Leaders No. %	Other Employees No. %	Senior Coaching Staff No. %	Other Coaching Staff No. %	National Data No. %	Local Data No. %
Bi (Bisexual)	<5	0%	<5	0%	0%	1.28%	1.52%
Gay or lesbian	<5	0%	<5	0%	0%	1.54%	2.23%
Heterosexual / straight	84%	91%	83%	82%	60%	89%	86%
Other specified	<5	0%	<5	0%	0%	0.34%	0.52%
PNTS	4%	0%	5%	<5	<5	-	-
Total	91%	91%	91%	91%	65%	-	-

Gender identity different to sex registered at birth	Total Board & Staff combined No. %	Comparison data National data %	Comparison data Local data %
Yes - different	<5	0.50%	0.46%
No - same	99%	93.5%	91.2%
PNTS	<5	-	-
Total	100%	-	-

Disability	Total No. %	Board & Senior Leaders No. %	Other Employees No. %	Senior Coaching Staff No. %	Other Coaching Staff No. %	National Data No. %	Local Data No. %
Yes	6%	<5	7%	<5	<5	18%	13%
No	80%	86%	77%	90%	55%	82%	87%
PNTS	7%	<5	7%	<5	<5	-	-
Total	93%	91%	91%	100%	65%	-	-

Ethnic group	Total No. %	Board & Senior Leaders No. %	Other Employees No. %	Senior Coaching Staff No. %	Other Coaching Staff No. %	National Data No. %	Local Data No. %
White	72%	73%	72%	82%	40%	81.7%	53.8%
Mixed or multiple ethnic groups	6%	<5	7%	0%	<5	2.9%	5.7%
Asian or Asian British	8%	<5	7%	0%	<5	9.3%	20.7%
Black, Black British, Caribbean or African	7%	0%	8%	<5	<5	4%	13.5%
Other ethnic groups	<5	0%	<5	0%	0%	2.1%	6.3%
PNTS	<5	0%	<5	0%	<5	-	-
Total	95%	96%	96%	91%	65%	-	-

We have been proactive in our commitment to improving our diversity data, using inclusion as the vehicle of change. We created a workforce diversity data action plan which focuses on attraction, recruitment, development and retention.

In February 2025 we reported that out of our 108 new starters this season:

11%
OF NEW STARTERS WERE ASIAN

7%
OF NEW STARTERS WERE BLACK

27%
OF NEW STARTERS WERE FEMALE

Final word

Publishing our Rule N responses is not the final step, it is the starting block of a renewed journey. It is a statement to our community that we are not content with surface-level inclusion. We aim to be a club where everyone, regardless of background, feels they are represented and can truly belong. Everything we do at Brentford is about trying to reduce bias in decision making. Decisions about recruitment are about identifying and nurturing the best talent and we will never compromise on that principle.

For more information, visit:

BeeTogether | Brentford FC

Diversity & Inclusion Policy | Brentford FC

Data protection

In accordance with data protection principles and to ensure the safeguarding of personal information and individual anonymity. We are not required to publish demographic data for any reporting group where the total number of individuals is fewer than 5. Given the size of our club, alignment with historical data reporting thresholds and being custodians of our workforce data, we are working to a threshold of 5 instead of 10, which we know other clubs are working towards. In order to maintain true anonymisation, personal data has been stripped of identifiable details to ensure individuals cannot be identified.

The rule of 5 exists to protect individuals' privacy, even when they have disclosed their data willingly.

Comparison data

We are using ONS 2021 National and London data.