

Diversity Data Report

Chelsea FC

2025



Introduction

This report has been produced in accordance with The Football Association : Rule N Mandatory Workforce Data Reporting requirements. The FA Rule means that all professional clubs are required to publish their workforce diversity data biannually.

The data within this report includes permanent employees of Chelsea Football Club and was captured on Monday 14th April, 2025. As a result, this report reflects our workforce at a specific moment in time, and it is important to understand that this is subject to change due to the dynamic nature of our organisation.

The data is aggregated in order to safeguard personal information and individual anonymity.

We have applied the 'Rule of 10' throughout this report. The Rule of 10 is a data protection safeguard included in Rule N to prevent the potential identification of individuals within small groups. Where any sub-group includes fewer than 10 individuals, Clubs should not publish segmented data. This is displayed as <10.



Our Commitment to Equality, Diversity and Inclusion

Our Promise

We're committed to transforming Chelsea FC into an organisation that represents the richness and diversity of our communities—not just with words, but with meaningful action. Our comprehensive strategy creates a more equitable workplace where everyone can thrive and belong.



Our Action Plan



Reimagining Recruitment

- Educating hiring managers on inclusive approaches and unconscious bias
- Crafting job descriptions with inclusive language that emphasises skills over specific qualifications
- Implementing blind CV reviews to reduce bias during initial screening
- Ensuring diverse interview panels that represent our workforce
- Focusing on "the right attitude" and values alignment rather than traditional "cultural fit"



Employee Networks & Community Building

- Providing spaces for employees from underrepresented groups to connect and advocate for change
- Creating direct channels to leadership to ensure diverse voices shape our future
- Conducting regular surveys to understand belonging and sentiment
- Pairing employees from underrepresented groups with mentors for guidance and support



Leadership Development & Accountability

- Ensuring leaders at all levels model inclusive behaviour
- Active leadership involvement in spearheading our EDI agenda
- Creating transparent goals with measurable targets
- Holding ourselves accountable through regular progress tracking



Our Action Plan



Education & Cultural Transformation

- Unconscious bias training for all
- Encouraging open dialogue about biases in safe spaces
- Developing resources for inclusive language in all communications
- Celebrating cultural and religious holidays to create a more inclusive environment



Reward & Equity

- Taking honest action on our gender pay gap with a clear roadmap for change
- Moving toward more objective compensation approaches
- Regular review of pay equity data
- Developing benefits that recognise the diverse needs of our workforce



Our Action Plan



This journey is challenging yet exciting—it's our commitment to creating a workplace where everyone can bring their authentic selves and receive equal recognition for their contributions. Our goal is to move towards ensuring that our workforce mirrors the diversity of the local population more closely, making Chelsea a truly diverse and inclusive organisation.



The Data



Our Data – Total Workforce

Category	Number	Return rate average
Total (all workforce)	881	100%
Number of Board & Senior Leadership	40	100%
Number of other staff	748	100%
Total (All coaching staff)	93	100%
Number of Senior Coaching Staff	<10	100%
Number of other Coaching Staff	84	100%

We are applying the 'Rule of 10' for Senior Coaching Staff and will not be reporting segmented data for this group in any category.



Our Data - Gender

Gender	Total (all workforce)	Board & Senior Leaders	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
Men	70.37%	82.50%	66.71%	<10	94.05%	51%	47%	51.50%
Women	27.92%	<10	31.55%	<10	<10	49%	53%	48.50%
Other Specified	0.00%	0.00%	0.00%	<10	0.00%	0%	0%	0 %
Prefer Not To Say (PNTS)	<10	0.00%	<10	<10	0.00%	0%	0%	0%
Blank	<10	0.00%	<10	<10	<10	0 %	0%	0 %



Our Data – Age

Age	Total (all workforce)	Board & Senior Leaders	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
16-24	9.19%	0.00%	8.56%	<10	19.05%	10.6%	12.8%	11.1%
25-34	38.14%	<10	39.04%	<10	42.86%	13.6%	23.3%	18.3%
35-44	27.36%	42.50%	26.34%	<10	28.57%	13%	15.2%	15.8%
45-54	13.05%	35.00%	12.70%	<10	<10	13.4%	13.1%	13.2%
55-64	8.63%	<10	9.36%	<10	<10	12.6%	9.6%	10.4%
65-74	2.50%	<10	2.81%	<10	0.00%	9.9%	5.9%	6.5%
75+	<10	0.00%	<10	<10	0.00%	8.4%	4.3%	5.1%
PNTS	0.00%	0.00%	0.00%	<10	0.00%	0%	0%	0%
Blank	<10	0.00%	<10	<10	<10	0%	0%	0%





CHELSEA FOOTBALL CLUB
TONY
ON THE ROAD TO MUNICH

CHELSEA FOOTBALL CLUB

THE SHED END

Our Data – Sexual and/or romantic orientation

Sexual and/or romantic orientation	Total (all workforce)	Board & Senior Leaders	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
Gay or lesbian, Bi (Bisexual) and other	2.96%	0.00%	3.21%	<10	<10	3.1%	5.3%	4.2%
Heterosexual/straight	82.75%	87.50%	82.62%	<10	83.33%	89.4%	85%	86.2%
PNTS	4.77%	<10	5.21%	<10	<10	0%	0%	0%
Blank	9.53%	<10	8.96%	<10	13.10%	7.5%	9.7%	9.5%

We have made the decision to merge the results for Gay or Lesbian, Bi (bisexual) and Other, in order to protect the anonymity of the LGBT+ community within our workforce.



Our Data – Gender identity

Gender identity different to sex registered at birth	Total (all work force) - Percentage	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
Yes	0.00%	0.5	0.5	1
No	0.00%	93.5	92	91
PNTS	100%	6	7.8	7.9
Blank	0.00%	0	0	0

In order to protect the anonymity of our staff, we have made the decision to mark all answers to this question as Prefer Not To Say.





Our Data – Disability

Disability	Total (all workforce)	Board & Senior Leaders	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
Yes	4.09%	<10	4.41%	<10	<10	17.8%	15.5%	15.7%
No	83.54%	82.50%	83.82%	<10	83.33%	0%	0%	0%
PNTS	2.72%	<10	2.81%	<10	<10	0%	0%	0%
Blank	9.65%	<10	8.96%	<10	13.10%	0%	0%	0%



Our Data – Ethnic Group

Ethnic Group	Total (all workforce)	Board & Senior Leaders	Other Staff	Senior Coaching Staff	Other Coaching Staff	National Data (Census 2021 England & Wales)	Census 2021 Hammersmith & Fulham	Census 2021 Greater London
White	68.67%	75.00%	68.05%	<10	72.62%	81.7%	63.2%	53.8%
Mixed or multiple ethnic groups	5.22%	<10	5.21%	<10	<10	2.9%	6.7%	5.7%
Asian or Asian British	6.70%	<10	7.49%	<10	0.00%	9.3%	10.5%	20.7%
Black, Black British, Caribbean or African	5.90%	0.00%	6.42%	<10	<10	4%	12.3%	13.5%
Other ethnic group	1.93%	0.00%	2.01%	<10	<10	2.1%	7.3%	6.3%
PNTS	2.04%	<10	1.87%	<10	<10	0%	0%	0%
Blank	9.53%	<10	8.96%	<10	13.10%	0%	0%	0%



CFC  LDN

