




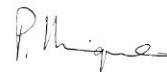
Equality Monitoring Report

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1.0 INTRODUCTION

Sunderland AFC's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. These are known as 'protected characteristics' under the Equality Act 2010.

Sunderland AFC will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities. Every staff member, Board member, official, spectator, fan and visiting teams can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

Sunderland AFC's understanding of the club's place at the heart of the community is clearly demonstrated by the wide ranging and long-standing work of the Foundation of Light, throughout the North-East region and beyond. Working in partnership with key organisations such as 'Show Racism the Red Card' and 'Kick It Out', under the 'One Game One Community' banner, further demonstrates SAFC's positive contribution to the creation of a fair and balanced society, with enhanced community cohesion.

Our commitment to inclusion is clear. The gates welcoming people to the Stadium of Light say 'FOR US ALL.' This is the spirit we cherish at Sunderland Association Football Club - we welcome everyone

The club is committed to actively promoting this ethos and encouraging all supporters to embrace this.

SAFC has collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in May 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.

2.0 Age	%	Nat %	Local %
18-24	8.8	8.3	10.8
25-34	34.1	13.5	12.8
35-44	25.8	13	11.9
45-54	14.8	13.3	13.2
55-64	3.9	12.6	14.2
65+	11	9.9	19.7
Prefer not to say	1.7		

4.0 Gender	%	Nat %	Local %
Male	59.1	49	48.6
Female	40.6	51	51.4
Other Specified	0.3		
Prefer not to say	0		

3.0 Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1.7	1.5	1.45
Heterosexual / Straight	91.9	89.4	92.08
Bisexual	1.7	1.3	0.91
Other Sexuality	1.7	0.2	0.22
Prefer not to say	3.4		5.34

5.0 Disability	%	Nat %	Local %
Yes	2.3	17.7	23.1
No	92.5	82.3	76.9
Prefer not to say	5.1		

6.0 Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	1.7	12.2	0.9
White	91.5	81.8	94.6
Asian or Asian British	1.1	8.5	2.9
Mixed or Multiple Ethnic Groups	0.6	2.9	0.9
Other Ethnic Group	1.7	2.2	0.6
Prefer not to say	3.4		

7.0 Served Armed Forces	%
Airforce	1.1
Army	1.1
Navy	0.6
Special Forces	0
Reservist	0
None	94.8
Other	0
Prefer not to say	2.3

8.0 Response Rate

Employees	182
Response	172
%	94.5

9.0 GOALS

GOAL 1

Build a more inclusive culture that values and respects the contributions of all ethnicities with the aim of increasing permanent employees from those in ethnic minority backgrounds by 20% within three years.

GOAL 2

Create a workplace culture where individuals with disabilities feel valued, supported, and empowered to thrive with the aim of increasing permanent employees with disabilities by 15% within three years.

GOAL 3

Create a vibrant, supportive workplace where LGBTQ+ individuals feel safe, valued, and empowered to express their authentic selves with the aim of increasing permanent employees who identify as LGBTQ+ by 20% within three years.



Sunderland Association Football Club
www.safc.com