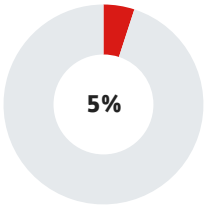
2021/22 FLDC SUMMARY

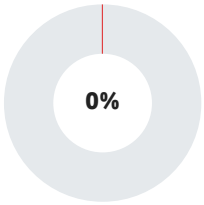
football leadership diversity code

Aston Villa

SENIOR LEADERSHIP TARGETS

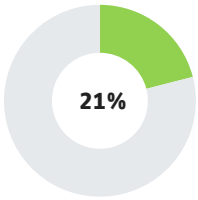


15% of our new hires will be Black, Asian or of Mixed-Heritage (or a target set by the club based on local demographics)

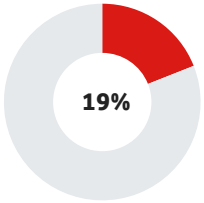


30% of our new hires will be female

TEAM OPERATIONS TARGETS

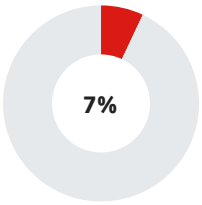


15% of our new hires will be Black, Asian or of Mixed-Heritage (or a target set by the club based on local demographics)

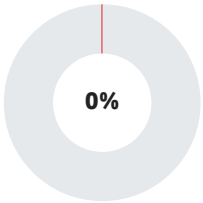


30% of our new hires will be female

COACHING - MEN'S CLUBS TARGETS

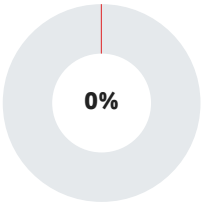


25% of our new hires will be Black, Asian or of Mixed-Heritage

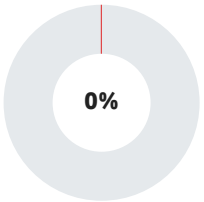


10% of our new senior coaching hires will be Black, Asian or of Mixed-Heritage

COACHING - WOMEN'S CLUBS TARGETS

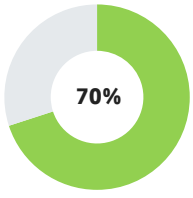


50% of our new hires will be female

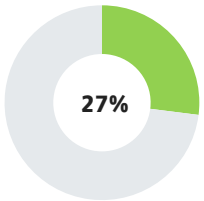


15% of our new hires will be Black, Asian or of Mixed-Heritage

RECRUITMENT



Shortlists for interview will have at least one male Black, Asian or of Mixed-Heritage candidate (if applicants meeting the job specifications apply)



Shortlists for interview will have at least one female Black, Asian or of Mixed-Heritage candidate (if applicants meeting the job specifications apply)

Comments

Aston Villa is fully committed to increasing and supporting employment opportunities across the Club from a diverse talent pool, which is representative of our local area. Following the COVID-19 pandemic, recruitment has increased this season and the Club has continued to embed it's recruitment and selection policy ensuring we are treating every applicant in a fair, inclusive and consistent manner. Our data indicates that we have made progress in the identified categories; we are committed to driving our agenda forward to widen opportunities and participation for all. We strive to understand the barriers to equal opportunities and are committed to creating solutions. As an example, the Club has been at the forefront of creating a Football User Group with our HR system provider to discuss improved system functionality to reduce bias. This year's data has reaffirmed one of our focus areas of increasing female applications and applications from Black, Asian and Mixed-Heritage females. There are several existing and new initiatives planned to help to address this including: the girl's leadership 'Change Makers' programme (supported by Cazoo), a 'Day in the Life project' on our AVFC Careers Website and continuing to attend local careers fairs to increase the visibility of women in football. The Club has also purchased Women in Football advertising credits to ensure targeted vacancies are reaching the widest talent pool available. The Club is supporting several active coaching initiatives to enable opportunities for Black, Asian and of Mixed-Heritage individuals including the Coach Inclusion Diversity Scheme.

Alongside the FLDC, the Club is working towards the Intermediate level of the Premier League EDI Standard and has updated its Equality Delivery Plan to help monitor and challenge the Club to continue to make progress, for example facilitating internship opportunities with Aston University.

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