



NORWICH CITY

A home for everyone

Workforce Data 2025-27

Collection rate

Through our annual staff survey, we achieved a return rate of 87% across our core workforce. The following figures break down this workforce by key characteristics, with comparative data at both local and national levels.

Data & segmentation

Gender	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
Men	64%	77%	63%	81%	49%	49%
Women	33%	23%	35%	18%	51%	51%
Other	0%	0%	0%	0%	0%	0%
PNTS	3%	0%	2%	1%	0%	0%

Age	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
16 – 24	12%	0%	13%	11%	13%	22%
25 – 34	34%	27%	35%	44%	17%	20%
35 – 44	22%	37%	20%	21%	16%	16%
45 – 54	14%	20%	13%	5%	16%	13%
55 – 64	13%	17%	13%	13%	15%	12%
65 – 74	1%	0%	1%	3%	12%	9%
75+	1%	0%	1%	1%	11%	8%
PNTS	4%	0%	3%	1%	0%	0%

Sexual and/or romantic orientation	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
Bisexual	2%	0%	3%	2%	1%	4%
Gay or lesbian	3%	3%	3%	4%	2%	3%
Heterosexual	91%	97%	92%	91%	89%	84%
Other	0%	0%	0%	0%	0%	1%
PNTS	4%	0%	3%	2%	8%	9%

Gender identity different to sex registered at birth	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
Yes	97%	100%	97%	98%	94%	92%
No	0%	0%	0%	1%	1%	8%
PNTS	3%	0%	2%	1%	6%	0%

Disability	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
Yes	10%	7%	10%	2%	18%	N/A
No	86%	93%	87%	96%	82%	N/A
PNTS	4%	0%	3%	2%	0%	N/A

Ethnic Group	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
White	93%	100%	94%	92%	82%	87%
Mixed or multiple ethnic groups	2%	0%	2%	3%	3%	3%
Asian or Asian British	0%	0%	0%	1%	9%	6%
Black, Black British, Caribbean or African	1%	0%	1%	1%	4%	3%
Other	0%	0%	0%	0%	0%	2%
PNTS	3%	0%	3%	2%	0%	0%

Religion	Total (all workforce)	Board & Senior Leadership	Other Staff	Coaching staff	National data (Census, 2021 – England & Wales)	Local data (Census, 2021 – Norfolk)
No religion	67%	70%	67%	65%	37%	53%
Buddhist	0%	0%	0%	0%	1%	0%
Christian	26%	30%	26%	30%	46%	34%
Hindu	0%	0%	0%	0%	2%	0%
Jewish	0%	0%	0%	0%	1%	0%
Muslim	1%	0%	1%	1%	7%	3%
Sikh	0%	0%	0%	0%	1%	0%
Other	1%	0%	1%	1%	1%	3%
PNTS	5%	0%	5%	3%	6%	7%



Workforce Data 2025–27