



BENEFITS

Season 2025/2026

Aston Villa Football Club offers a range of benefits to our staff, who are contracted on a:

- Core Staff (full time and part time) basis
 - Variable, Casual hours basis
 - Matchday only basis

The enclosed information provides a summary of these benefits and relevant eligibility criteria. Further information regarding our benefits are provided to new staff during our Onboarding and Club Induction process.

We look forward to welcoming you into our Aston Villa Family during Season 2025 - 2026!

Eligibility and terms and conditions apply. The Club reserves the right to add, vary, amend and withdraw any staff benefits at any time.



ANNUAL LEAVE ENTITLEMENT

The Club's annual leave runs from 1 January – 31 December each year.

25 days of annual leave plus statutory bank holidays*

*pro-rated depending on start date

For employees who work part time, their holiday entitlement will be pro-rated.



Available for core staff



PAY - REAL LIVING WAGE

The Club are committed to paying all contracted staff at least the Real Living Wage in line with the [Real Living Wage Foundation](#).



PENSION SCHEME

The Club operates a pension scheme which is registered under auto-enrolment. If employees meet the eligibility criteria, they will be auto-enrolled into the Club's salary sacrifice scheme as follows:

- Minimum employee contribution 2%
 - Club pays 7% contribution
- ✓ Available for core and casual / variable hours staff (who meet eligibility criteria)
- ✗ Not available for matchday staff (separate Pension arrangements apply)



HEALTH AND WELLBEING

Sick Pay

We want to look after our staff so the Club aims to provide the necessary support, and we encourage employees to take a proactive approach to their own health and wellbeing.

In the event of sickness absence, once you have successfully completed your probation period, the Club operates a company sick pay scheme (including to statutory sick pay).

Employees will receive 13 weeks full pay.

- ✓ Available for all staff (who meet eligibility criteria)

Private Medical Insurance

The Club offers Private Medical Insurance. As part of their contract of employment, some employees may be eligible for Club-funded cover. Other core staff are also able to join the scheme on a self-funded basis (deducted from monthly pay) should they wish to do so.

All staff benefit from the Club's exclusive discounted rates.

- ✓ Available for core staff
- ✗ Not available for casual / variable hours or matchday staff



Employee Assistance Programme

The Club provides an Employee Assistance Programme available for you and your immediate family members to use, 24 hours a day, 7 days a week, 365 days a year, and provides expert advice and compassionate guidance covering a wide range of issues.

Access is via a telephone helpline or online portal.

- ✓ Available for all staff

Life Assurance – Death in Service Benefit

Whilst we hope you will not need to use this benefit, to make sure your family are supported in difficult times, the Club has a Death in Service benefit scheme in which they will pay a sum to your named beneficiary in the very unlikely event that you die during your employment with the Club.

Eligibility as follows:

- ✓ Core staff (full time and part time) – x4 basic salary
- ✓ Casual / variable hour and matchday staff – x2 basic salary

Free Will Writing Service

Helping you plan for your future and protect your family and loved ones.

- ✓ Available for all staff

Free Mortgage and Insurance Broker Consultations

Information and support with all aspects of the house buying process. This also includes life insurance, critical illness cover, income protection and business protection options.

- ✓ Available for all staff



EyeCare Voucher

Employees who use display screen equipment for more than an hour a day are eligible for a free eye test and a contribution towards frames and glasses (if prescribed).



Available for all staff



FOOD

There are cafes located at both Villa Park and Bodymoor Heath Training Ground for our employees providing a range of breakfast and lunch options which are free of charge.

- ✓ Available for core staff and casual / variable hours staff



TICKETS - SEASON 2025/2026

(the Club reserves the right to change these arrangements at any time)

Men's First Team (Premier League Matches)

Staff Season Ticket Scheme

Once probation has been successfully completed and subject to meeting eligibility criteria, core staff are eligible to purchase a season ticket at a discounted rate (subject to eligibility).

- ✓ Available for core staff
- ✗ Not available for casual / variable hours or matchday staff

Staff Match by Match Ticket Ballot Scheme

Core staff get access to a match by match ticket ballot to receive complimentary tickets for selected fixtures* (subject to availability)

- ✓ Available for core staff
- ✗ Not available to casual / variable hours or matchday staff

Away Matches Tickets

Staff get access to a match by match ballot to purchase tickets for away matches (subject to availability)

- ✓ Available for all staff

* There are different arrangements for cup matches and any other competitions subject to availability



Women's First Team (WSL Matches)

Complimentary Tickets

Core staff have the opportunity to access a number of complimentary tickets for each Aston Villa Women's home match.

- ✓ Available for core staff
- ✗ Not available to casual / variable hours or matchday staff



OTHER BENEFITS

Retail Stores Discount

- ✓ Available for core staff
- ✗ Not available for casual / variable hours or matchday staff (separate arrangements apply)

adidas Discount

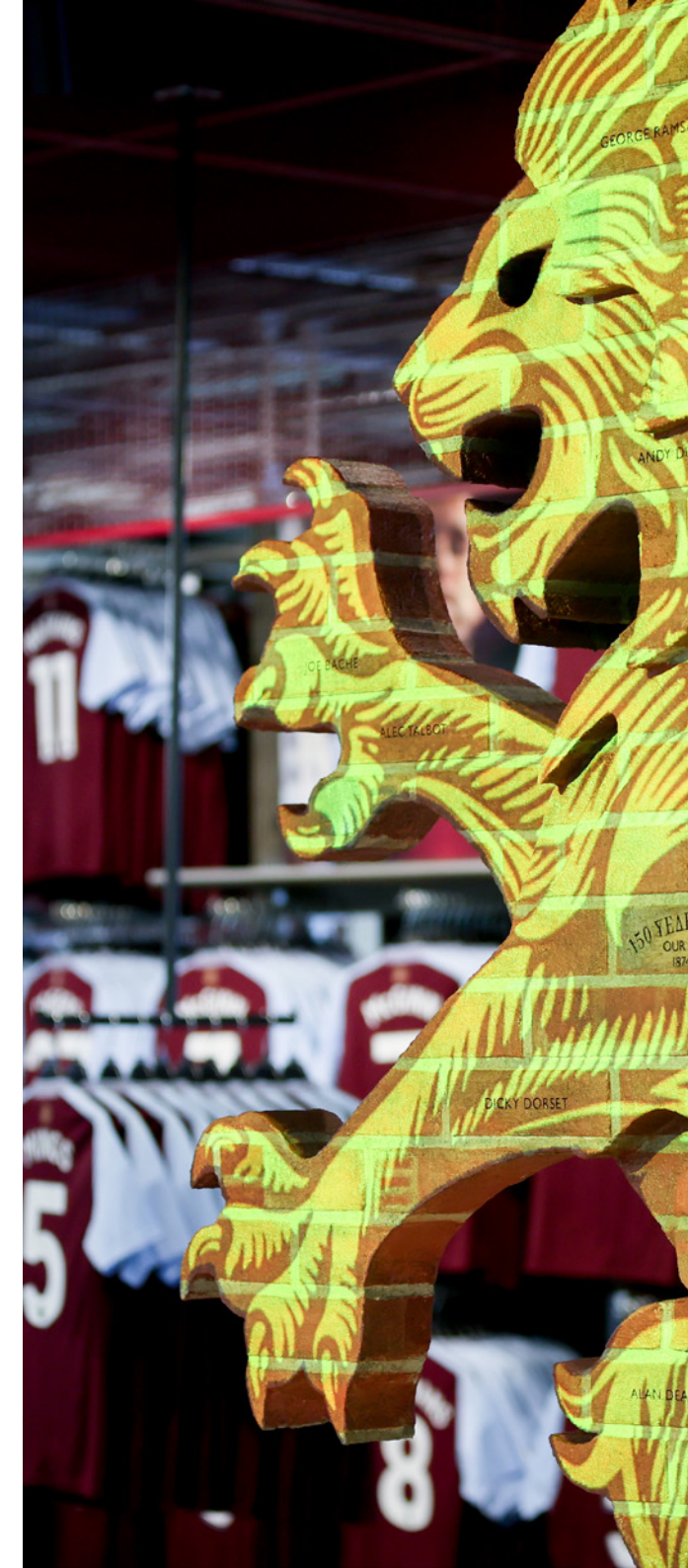
As our official kit partner, staff are able to access a discount for purchasing selected adidas products.

- ✓ Available for core staff
- ✗ Not available to casual / variable hours or matchday staff

Discount on Foundation Sessions for Children

Staff receive a 30% discount on any Foundation sessions for children aged 2-14, including school holiday soccer schools, evening / weekend skills and development centres.

- ✓ Available for all staff



Gym Discount

- ✓ Available for all staff

Mobile Phone Discount

Discount off monthly line rental on phones, tablets, SIM only or mobile broadband plans

- ✓ Available for all staff

Free Car Parking (non matchdays)

For staff based at Villa Park or Bodymoor Heath Training Ground

- ✓ Available for all staff



Educational Support

The Club is committed to providing staff training and development opportunities which will allow employees to continuously learn and develop.

Employees are able to request financial support from the Club to fund educational courses in line with your role at the Club.

- ✓ Available for core and casual / variable hours staff
- ✗ Not available for matchday staff





VILLA || CAREERS