



# FA RULE N DATA SUBMISSION





**Lincoln City Football Club** collected anonymised workforce data to gain an understanding of diversity within our team. This data was collected in 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 biennial basis, with the subsequent publication scheduled for June 2027.

Age	%	Nat %	Local %
Under 18	7	4.3	16.7
18-24	26	8.3	9.9
25-34	19	13.5	11.5
35-44	19	13	17.1
45-54	9	13.3	21.3
55-64	15	12.6	12.5
65+	4	9.9	11
Prefer not to say	1		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	5	12.2	0.6
White	84	81.8	96
Asian or Asian British	3	8.5	1.6
Mixed of Multiple Ethnic Groups	5	2.9	1.3
Other Ethnic Group	2	2.2	0.5
Prefer not to say	1		

Sexual Orientation	%	Nat %	Local %
Lesbian or gay	5	1.5	1.2
Heterosexual/straight	90	89.4	89.6
Bisexual	2	1.3	1.3
Other sexuality	1	0.2	0.2
Prefer not to say	2		

Disability	%	Nat %	Local %
Yes	16	17.7	27.6
No	80	82.3	72.4
Prefer not to say	4		

Gender	%	Nat %	Local %
Male	63	49	49
Female	35	51	51
Other specified	1		
Prefer not to say	1		

Response Rate	
Employees	303
Response	252
Percentage	83.1

Goal	Date
Develop a focused recruitment strategy to increase gender diversity across the club.	July 2026
Goal	Date
Implement a focused community engagement plan alongside Lincoln City Foundation to increase ethnic diversity within the club's recruitment plan.	July 2026
Goal	Date
To increase completion rate in our equality monitoring. To achieve this, we will be automating the data collection as part of the onboarding process and conducting annual audits.	July 2026

Name: Liam Scully

Position: Chief executive officer

Signed:

