



**LINCOLN CITY FC**  
**GENDER PAY REPORT**  
**2025**



# INTRODUCTION AND ANALYSIS

As LCFC has exceeded the threshold of 250 employees for the 12 months up to 5 April 2025, we are now required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women who work for LCFC.

The gender pay gap is a measure of the percentage difference in the average hourly pay or bonus of men and women. This is regardless of their role and length of service. For clarity, this report does not address equal pay which is a direct comparison of two or more employees doing the same or comparable work.

The mean hourly and bonus pay gap is a calculation of the average hourly pay or bonus of a man versus the average hourly pay of a woman.

The median hourly and bonus pay gap takes the exact mid-point between the lowest and highest paid man, versus the equivalent woman.

The higher the percentage, the bigger the difference in pay between men and women.

<b>TOTAL STAFF</b>	<b>281</b>
<b>MEAN HOURLY PAY GAP</b>	<b>51.70%</b>
<b>MEDIAN HOURLY PAY GAP</b>	<b>6.60%</b>
<b>MEAN BONUS PAY GAP</b>	<b>98.80%</b>
<b>MEDIAN BONUS PAY GAP</b>	<b>-%</b>
<b>% OF MEN &amp; WOMEN WHO RECEIVE BONUS PAY</b>	<b>M 19.79%   W 1.12%</b>

As expected, the results from the table on the left support the pay structure across our workforce with a large proportion of pay going to the male professional football players. With our mean hourly pay gap at 51.70% being reasonably high, and our median hourly pay gap being low also supports this.

This is also reflected in the mean bonus pay gap, showing 98.80% meaning men are paid a higher bonus than women. This is also expected as our bonus structure is for the male players. Due to the calculations, there was no date returned for the median bonus pay gap.

Finally, the staff members eligible for bonus payment mainly reside in the football department either as a player or coach, therefore it is expected that there is a higher percentage in men with this metric.



# FURTHER ANALYSIS

## THE PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND

QUARTILES	MEN	WOMEN
UPPER	92.86%	7.14%
UPPER MIDDLE	80.0%	20.0%
LOWER MIDDLE	45.71%	54.29%
LOWER	54.93%	45.07%

The charts to the left illustrate the distribution of pay among employees and the gender representation within each of the four quartiles.

As male professional footballers are included in the data, the upper and upper middle quartile is dominated by men, with a more even split in the lower middle and lower quartiles. This distribution again highlights the impact of high salaries earned by male footballers on the overall gender pay gap and gives context to the disparity in average and median pay between male and female employees.

## SUMMARY

As this is the first year LCFC have been required to report on gender pay, we will look to develop this report in future iterations, mainly surrounding excluding the male professional footballer data to show a more balanced review.

LCFC are committed to gender balance across the club and the strategies put in place to achieving a narrow gender pay gap.

