



MORECAMBE FOOTBALL CLUB collected anonymised workforce data to gain an understanding of diversity and culture of our staff. 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 bi-yearly basis with the next to be published by June 2027.

Age	%	Nat %	Local %
18-24	27	8.3	11.7
25-34	21	13.5	12.5
35-44	14	13	12.5
45-54	15	13.3	12.5
55-64	13	12.6	12.9
65+	8	9.9	9.9
Prefer not to say	NIL		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1	1.5	1.6
Heterosexual / Straight	93	89.4	90.1
Bisexual	2.1	1.3	1.2
Other Sexuality	1.6	0.2	0.13
Prefer not to say	2.1		6.68

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	6	12.2	NIL
White	93	81.8	96.8
Asian or Asian British	1.1	8.5	1.1
Mixed or Multiple Ethnic Groups	1.6	2.9	1.1
Other Ethnic Group	0.5	2.2	1
Prefer not to say	NIL		

Disability	%	Nat %	Local %
Yes	6.5	17.7	20.7
No	96	82.3	79.3
Prefer not to say	2.1		

Response Rate	
Employees	182
Response	179
Percentage	98%

Gender	%	Nat %	Local %
Male	59	49	48
Female	41	51	52
Other Specified			
Prefer not to say			

* National and Local figures have been obtained from 2021 Census

Goal	Date
We hold Disability Confident status at the Club to fairly enable disabled candidates to apply to join Morecambe Football Club, we can look to reach out, offering an interview for vacant posts	01.07.2027

Goal	Date
The First Team and Academy roles are predominately occupied by male employees (79%), we do have a 21% presence in coaching, physiotherapy/medical and player care roles held by female members of staff across these two departments. Whilst the location of Morecambe FC can often be problematic to increase female participation in these roles, we will look to actively encourage more female members to these departments	01.07.2027

Goal	Date
Whilst Age group 65+ is marginally below both the local and national census figures, we work in conjunction with Morecambe Football Community Foundation to support Veteran's.	01.07.2027

Name: Sally Jones-Percival

Position: HR & Senior Safeguarding Manager

Signed:

