



**EFL**

# **FA RULE N DATA SUBMISSION**



Colchester United Football Club collected anonymised workforce data to gain an understanding of diversity and culture of our staff. This data was collected in 2023/24 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.

*\* National and Local figures have been obtained from 2021 Census.*

Age	%	Nat %	Local %
18-24	45	8.3	11.9 (16-24)
25-34	21	13.5	13.5
35-44	13	13	19.7
45-54	12	13.3	18.2 (50-65)
55-64	2	12.6	
65+	0	9.9	17.8
Prefer not to say	7		

Ethnicity	%	Nat %	Local %
Black, Black British, Caribbean or African	10.29	12.2	3.5
White	81.14	81.8	87
Asian or Asian British	1.71	8.5	5.1
Mixed or Multiple Ethnic Groups	5.71	2.9	2.9
Other Ethnic Group	1.14	2.2	1.5
Prefer not to say	0		

Sexual Orientation	%	Nat %	Local %
Lesbian or Gay	1	1.5	1.5
Heterosexual / Straight	93	89.4	89.5
Bisexual	4	1.3	1.6
Other Sexuality	2	0.2	0.1
Prefer not to say	0		

Disability	%	Nat %	Local %
Yes	8	17.7	16.9
No	91	82.3	83.1
Prefer not to say	1		

Gender	%	Nat %	Local %
Male	72	49	48.9
Female	27	51	51.1
Other Specified	1		
Prefer not to say	0		

Response Rate	
Employees	202
Responses	164
Percentage %	80.78

Goal	Date
<p>We aim to increase the response rate in our equality monitoring survey. We'd like employees to feel more comfortable in sharing their views, to give us a more accurate understanding of where we might be able to improve and/or increase our diversity amongst the workforce.</p>	<p><b>June 2027</b></p>
<p>We aim to further minimise the number of employees answering with 'prefer not to say' in any of the equality questions. We hope to do this by continuing to foster an inclusive and trusting culture. We will endeavour to provide any awareness and training courses and sessions across our departments.</p>	<p><b>June 2027</b></p>
<p>Further increase the diversity of our staff across all departments, bringing us into line with all the local and national figures. We would like to achieve this by continuing to have open and transparent inclusive recruitment policies and strategies.</p>	<p><b>June 2027</b></p>

**Name: David Gregory**

**Position: Head of Media**

**Signed: *D Gregory***

