



FA RULE N DATA SUBMISSION

Cheltenham Town Football Club collected workforce data to gain an understanding of the diversity of our staff. This data was collected anonymously and confidentially as part of the FA Rule N.

Age	%
18-24	11.8%
25-34	26.5%
35-44	20.6%
45-54	14.7%
55-64	17.6%
65+	5.9%
Prefer not to say	2.9%

Ethnicity	%
Black, Black British, Caribbean or African	0.0%
White	94.1%
Asian or Asian British	0.0%
Mixed or Multiple Ethnic Groups	2.9%
Other Ethnic Group	0.0%
Prefer not to say	2.9%

Response	91.9%
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Sexual Orientation	%
Lesbian or gay	0.0%
Heterosexual / Straight	94.1%
Bisexual	2.9%
Other Sexuality	0.0%
Prefer not to say	2.9%

Disability	%
Yes	0.0%
No	97.1%
Prefer not to say	2.9%

Gender	%
Male	76.5%
Female	20.6%
Prefer not to say	2.9%

Religion	%
Christian	50.0%
Hindu	0.0%
Sikh	0.0%
Buddhist	0.0%
Jewish	0.0%
Other Religion	0.0%
No Religion	44.1%
Prefer not to say	5.9%

CLUB GOALS:

GOAL 1: The Club will continue to integrate the use of the EFL's iRecruit system to have an inclusive recruitment process.

GOAL 2: The Club is committed to creating a strategy to achieve 100% response rate in the 2027 Rule N process.

GOAL 3: The Club will continue to offer training and education in diversity for staff members.