

MCC GENDER PAY GAP REPORT 2021



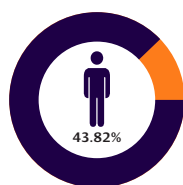
MARYLEBONE CRICKET CLUB (MCC) IS REQUIRED BY LAW TO PUBLISH AN ANNUAL GENDER PAY GAP REPORT.

PAY & BONUS GAP

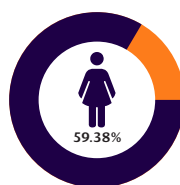
The tables show MCC's mean and median pay gap, for both hourly pay and bonus, for employees as at the snapshot date of 5 April 2020 (**Snapshot Date**), and the 12-month reference period up to 5 April 2020 for bonus.

	MEAN AVERAGE	MEDIAN MIDDLE
Hourly Pay	0.05% (2019: 5.25%)	-15.5% (2019: 17.34%)
Bonus	42.1% (2019: 29.4%)	0.59% (2019: -3.59%)

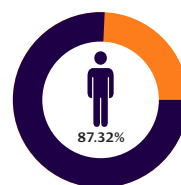
Received Bonus
No Bonus



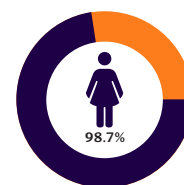
(2019: 29.26%)



(2019: 29.78%)



(2019: 80.79%)



(2019: 87.01%)

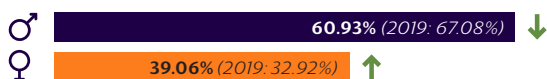
All Employees

Permanent and Fixed Term Employees only

PAY QUANTILES

At the Snapshot Date, MCC had 257 employees (as defined for the purposes of this report), with an overall gender split of 67% male and 33% female. The following illustrates MCC's gender distribution, across four equally sized groups.

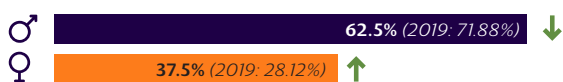
UPPER QUANTILE



LOWER MIDDLE QUANTILE



UPPER MIDDLE QUANTILE



LOWER QUANTILE



UNDERSTANDING MCC'S GENDER PAY GAP

MCC is pleased that its figures indicate a positive trend and an overall reduction of its gender pay gap. Despite 2020 being a highly unusual year, there is a considerable reduction in its mean gender pay gap. This has decreased each year since 2018 from 10.2% in that year to 5.25% in 2019 to **less than 0.1 percent** at 0.05% in 2020. This means that there is a 1p difference between the average male and average female salary at MCC.

Given the staffing complexities of 2020 owing to the COVID-19 pandemic, the Snapshot Date data was greatly reduced by comparison to previous years. However, the 2020 figures do demonstrate that MCC has a negligible gender pay gap in its permanent workforce, which has a more even gender split than MCC's workforce including its casuals. Further, MCC has reduced its gender pay gap five times faster than the national average (2020 national average: decrease of 1.9% from 17.4% to 15.5%), which shows that MCC's efforts through its policies and processes are effective in reducing the gap.

MCC's median pay gap also decreased by a significant 32% from a 17% gap in 2019 to a 15% gap in favour of its female employees in 2020. Of all the women paid by MCC at the Snapshot Date, 88% were permanent, and 12% were casual, compared to a male employee split of 83% permanent and 17% casual. Therefore, the calculation of the median gender pay gap is more weighted towards permanent employees among women than men, which directly increases the median female salary, and by extension, the median pay gap.

MCC's mean gender bonus gap increased by 12.7% from 29.4% in 2019 to 42.1% in 2020. MCC attributes this increase to the balance of bonuses awarded following a highly successful financial year, to its most senior employees on the Secretariat, the composition of which is predominantly male.

In further positive news, MCC has seen an increase in female representation in both of its highest pay quartiles. In addition, MCC's median bonus gap sits at 0.59%, which means there is a less than 1% gender bonus gap between male and female employees who received a bonus following the 2019 financial year.

WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

MCC remains committed to reducing the gap and improving the diversity of its workforce at all levels through sensible policies and processes.

The steps MCC has taken to promote gender diversity in all areas of its workforce to date, and the plans for the future include the below.



TRAINING AND DEVELOPMENT

MCC continue to invest in training programmes to provide ongoing assistance and advice to its employees to ensure they reach their full potential and feel well supported. MCC is also investing in equality, diversity and inclusion education for all employees to ensure that the message of fair treatment and access to opportunities is understood and applied across the organisation.



RECRUITMENT

MCC recognises that being able to attract, develop and retain top female employees is crucial and that a workforce with diversity of experience will ultimately perform better. To this end, MCC is using anonymised CVs in the recruitment process and working towards the promotion of available roles via female-friendly networks and websites, as well as MCC's website. MCC is also looking at providing unconscious bias training for all employees. MCC continues to examine any barriers to equality to understand better the gender proportions and diversity of candidates applying for roles, whether internally or externally.



POLICIES AND PROCEDURES

MCC has recently undertaken a review of its policies, procedures and practices to ensure that they promote equality and inclusiveness for all. MCC is committed to using gender neutral language and eliminating barriers for women and marginalised groups and has set up an Equality, Diversity and Inclusion Action Plan to tackle these issues further. In this regard, MCC is formulating a Club-wide strategy to ensure equality, diversity and inclusion is part of the work that MCC does on a day-to-day basis.



WELLBEING

MCC continues to look at the wellbeing of its employees. During 2020/2021, MCC established a number of wellbeing support networks, including a daily 'Bitesize' session for employees to connect remotely as part of an initiative aimed at preventing isolation and to enable employees to catch up through showcasing employees' different interests, ideas and activities. In addition, employees also had access to an external assistance programme, aimed at providing support and advice in a confidential and safe environment. MCC continues to review what other external support could be provided to employees.



FLEXIBLE WORKING

MCC recognises the benefits of flexible working, which can assist women in balancing work with childcare and who statistically, carry that burden. MCC continues to support various flexible working patterns for its employees. In addition, given the greater use of technology in today's world, MCC continues to invest in new IT tools which enable more effective remote working practices. MCC has built on the positive ways of working thrown up by the stay-at-home orders during 2020 and will carry forward a more agile and flexible working practice.



CRICKET

MCC is keen to highlight the ongoing achievements of women in the cricketing world and to promote access to cricket for all, especially young girls. To this end, MCC hosted a Women's Cricket Day event at the end of April 2021, which both celebrated the continuing shift in attitude and momentum for women's and girls' cricket, whilst also discussing how to achieve greater gender balance in the sport.



FOUNDATION

MCC FOUNDATION

MCC continues wholeheartedly to support its charitable arm, which is primarily female run and led by Dr Sarah Fane. The Foundation is doing extraordinary work - both in the UK and overseas - to promote equal opportunities access to sport for children from marginalised groups, particularly young girls.

MCC is confident that the initiatives set out in this report and further discussion across the Club will help it further reduce its gender pay gap and lead to a more balanced workforce.

I, Guy Lavender, Chief Executive & Secretary, confirm that the information in this statement is accurate.

A handwritten signature in black ink, reading "G. W. Lavender". The signature is written in a cursive, flowing style.

G.W. Lavender Chief Executive & Secretary