

# Marylebone Cricket Club Gender Pay Gap Report 2018



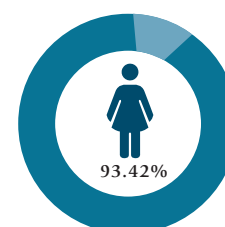
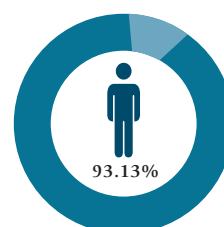
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THE HOME OF CRICKET

## PAY AND BONUS GAP

The tables show our mean and median pay gap, for both hourly pay and bonus, for employees as at the snapshot date of 5<sup>th</sup> April 2017, and the 12 months reference period up to 5<sup>th</sup> April 2017 for bonus.

	MEAN (AVERAGE)	MEDIAN (MIDDLE)
Hourly Pay	11.92%	14.79%
Bonus	29.06%	-31.24%
National	17.4%	18.4%

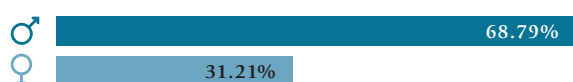
■ Received Bonus  
■ No Bonus



## PAY QUANTILES

As at the snapshot date, MCC had 562 employees with an overall gender split of 65% male and 35% female. The below illustrates our gender distribution across four equally sized groups.

### UPPER QUARTILE



### LOWER MIDDLE QUARTILE



### UPPER MIDDLE QUARTILE



### LOWER QUARTILE



## WHAT ARE THE UNDERLYING CAUSES OF MCC'S GENDER PAY GAP?

MCC is committed to equal opportunities for development, progression and equal treatment for all employees. MCC carries out pay and benefits audits at least once a year and evaluates job roles as necessary to ensure a fair structure of salaries. MCC attributes its small gender pay gap to the roles in which men and women work within the Club and the salaries that these roles attract. For example, the majority of the highest paid roles on the Secretariat are held by men. However, if the Secretariat salaries are removed from MCC's calculations, the mean gender pay gap is reduced to 7.19%. This is because outside of the Secretariat, management roles, including Heads of Department roles, are more equally distributed between males and females.

## WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

While MCC's gender pay gap compares favourably with that of organisations both across the UK and within the sport sector, this is not a subject about which MCC is complacent. We are committed to reducing the gap and recognise the benefits of a diverse workplace. 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 following:



**SUPPORTING PARENTS** MCC has implemented new policies supporting men and women prior to, during and on return from maternity, paternity and other parental leave.



**FLEXIBLE WORKING** MCC recognises the importance of a good work life balance and the benefits of flexible working, regardless of personal circumstances.



**POLICIES AND PROCEDURES** The HR and Legal Departments regularly review policies, procedures and practices to promote equality and inclusiveness. MCC adheres to its Diversity and Equality policy at all times.



**RECRUITMENT** MCC aims to attract and retain people who are the best in their field, with the right skills and with a range of diverse backgrounds. However, we will continue to identify any barriers to gender equality and better understand the proportions of men and women being recruited, applying for and obtaining promotions and leaving the Club, and their reasons for doing so.



**RETURN FROM MATERNITY LEAVE** Over the past five years, MCC has had an average maternity return rate of 80%, which is considerably above the national average maternity rate of 60% according to the Department of Trade and Industry.



**TRAINING AND LEARNING OPPORTUNITIES** MCC will continue to develop training and learning opportunities for all employees.

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All employees are key to our future growth and ongoing success. MCC is confident that these initiatives, and further discussion across the Club, will help it reduce its gender pay gap.

*G. W. Lavender*

G.W. Lavender | Chief Executive & Secretary