

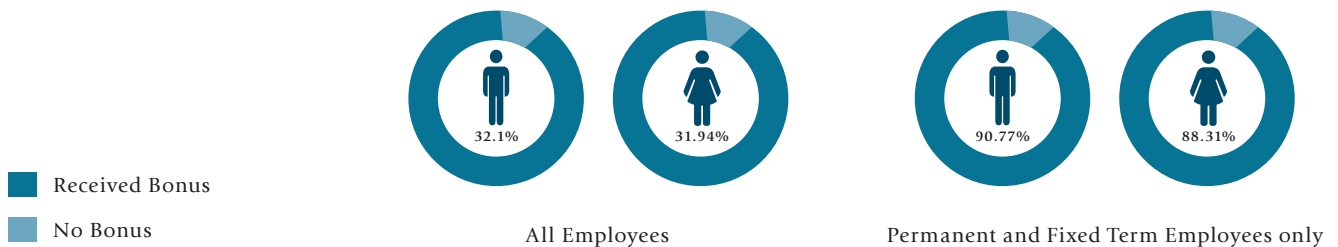
# Marylebone Cricket Club Gender Pay Gap Report 2019



## 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 2018, and the 12 months' reference period up to 5<sup>th</sup> April 2018 for bonus.

	MEAN (AVERAGE)	MEDIAN (MIDDLE)
Hourly Pay	10.2% (2017: 11.92%) ↓	10.38% (2017: 14.79%) ↓
Bonus	20.6% (2017: 29.06%) ↓	-13.5% (2017: -31.24%) ↓
National	17.1% (2017: 17.4%) ↓	17.9% (2017: 18.4%) ↓



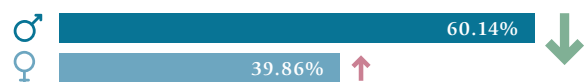
## PAY QUANTILES

As at the snapshot date, MCC had 594 employees with an overall gender split of 64% male and 36% female. The below illustrates our 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 to report that it has seen a reduction in all its pay gaps from 2017. This reflects significant progress. MCC's mean gender pay gap fell 1.72%, compared to the national average of 0.3%, and even more encouragingly, its median gender pay gap fell 4.41%, compared to the national average of 0.5%.

The analysis of MCC's gender pay gap figures tells us that women hold fewer of the most senior positions at MCC, and that it employs less women overall than men. However, if the seven most senior salaries were removed from MCC's calculations, the mean gender pay gap is reduced from 10.2% to 5.78%, which represents a 1.41% reduction from 2017.

In addition, if MCC concentrated its analysis on permanent and fixed term employees only, the figures show that MCC's gender pay gap has reduced from 3.3% to no gender pay gap at all at -2.08%. This suggests that the majority of MCC's casual workforce, who are engaged to support operations during a busy cricket season, are male workers.

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

Whilst MCC is pleased to see it is making progress, it also understands that there is more work to do. MCC remains committed to reducing the gap and improving the diversity of its workforce at all levels. 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 LEARNING OPPORTUNITIES

MCC has invested in a number of training programmes over the last 12 months, which are designed to coach, mentor, and provide ongoing support and advice to its employees to help them reach their full potential. Excitingly, MCC has recently launched its RISE Programme for permanent and fixed term female employees, which is specifically designed to provide a safe and confidential setting for women within the Club to examine their strengths, how to maximise them and consider practical strategies for increasing success. MCC believes that this programme will help it to retain and promote more women. Further, over the past 12 months MCC has developed and implemented an in-house change management training programme, as well as diversity & equality training for all managers, which will be rolled out to the remainder of the workforce in the near future.



### SUPPORTING PARENTS

MCC offers support for parents with young children by actively encouraging flexible working, offering generous paid maternity, paternity and adoption leave, and providing ongoing support and guidance to help parents manage their work life balance through peer support. In addition, the Club is aiming to develop a new return to work programme to support employees returning from maternity and other parental leave, and long term sick leave. The purpose of the programme would be to give an employee the confidence to return, ensure that they are fully up to speed on what they may have missed, and provide general coaching to alleviate any pressures or anxieties they may feel about returning to work.



## WELLBEING

The Club has implemented a number of programmes designed to improve and maintain the physical and mental wellbeing of all its employees. In 2018, it hosted its first wellness day for employees who are members of the Club's Private Health Care Scheme, and earlier this year launched its Mental Health First Aiders Programme, which is designed to upskill individuals, build confidence and teach people to spot the symptoms of mental health issues, offering initial help and guiding a person towards support. In addition, MCC provides a free on-site gym and facilitates a variety of health and fitness related classes and activities including pilates, yoga, dance classes, insanity sessions and squash tournaments, which are all aimed at promoting a healthy lifestyle.



## 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. The Club has invested in recruitment tools to ensure its processes are open and attractive to all, including ensuring interview panels comprise at least one woman. The Club's equality & diversity training programme has helped to ensure that its recruitment processes are open to all. Moving forward, the Club is considering implementing unconscious bias training for all.

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

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

*G. W. Lavender*

G.W. Lavender | Chief Executive & Secretary