

GENDER PAY GAP REPORT 2022/2023

INTRODUCTION

Following a highly unusual 2021, in which MCC's staffing levels were considerably reduced due to the Covid-19 lockdown and subsequent closure of Lord's Cricket Ground, 2022 staff levels largely reverted to pre-pandemic numbers.

This significant increase in staffing numbers included in this report, and compared to the previous report, has resulted in a larger gender pay gap, with the two years not wholly comparable.

UNDERSTANDING MCC'S GENDER PAY GAP

In 2022, staff levels more than doubled, increasing to 478 employees, up from 217 in 2021. The majority of this increase came from the club's casual workforce, as operations and pre-cricket season planning and work returned to normal. This significant cohort of staff filled roles that typically command a lower salary and were taken by a higher proportion of males. This has affected our gender pay gap results.

Overall, MCC employs more men than women, with a gender split of two-thirds male employees to one-third female.

PAY GAP

The tables below show MCC's mean (average) and median (middle) pay gap, for hourly pay and bonus paid to employees as at the snapshot date of 5 April 2022 (Snapshot Date).

	MEAN AVERAGE	MEDIAN MIDDLE
Hourly Pay	6.21% (2021: 4.57%) ↑	7.86% (2021: -15.12%) ↑

It should be noted that as a relatively small organisation, minor structural changes can have significant consequences on MCC's annual reporting.

Mean gender pay gap

In 2022, MCC's mean gender pay gap increased slightly from 4.57% to 6.21%. MCC attributes this small increase to the return of its casual workers, who were largely discounted in last year's analysis due to England being in lockdown and Lord's being closed.

Median gender pay gap

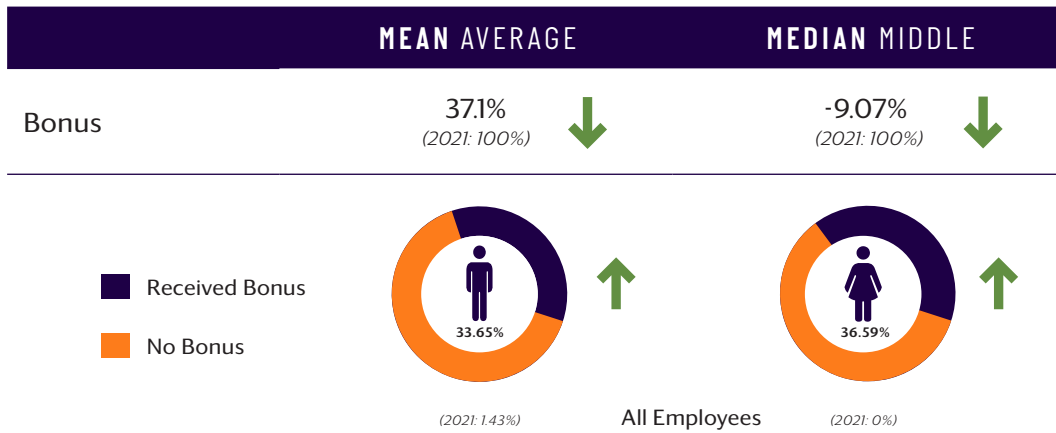
MCC's median pay gap increased from a -15.12% gap in favour of its female employees to a 7.86% gap in favour of its male employees. Again, MCC attributes this figure predominantly to the return of its casual workers.

National Average comparison

MCC's mean gender pay gap continues to be better than the National Average. The ONS reports that among full-time employees the national average gender pay gap in April 2022 was 8.3%; and in April 2021 it was 7.7% (ons.gov.uk).

BONUS GAP

Bonus details for employees cover a 12-month period from and including 6 April 2021 up to and including 5 April 2022 and are set out below.



Mean and median bonus gap

MCC's mean and median bonus gaps also returned to pre-pandemic levels at 37.1% and -9.07% respectively, representing a significant improvement on the anomaly that was 2021.

A higher percentage of female employees received a bonus than male employees.

PAY QUANTILES

At the Snapshot Date, MCC had 478 employees, with an overall gender split of 66% male and 34% female. The below illustrates our gender distribution, across four equally sized groups.

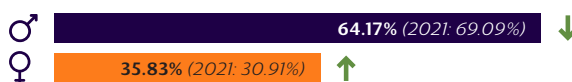
UPPER QUANTILE



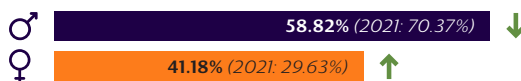
UPPER MIDDLE QUANTILE



LOWER MIDDLE QUANTILE



LOWER QUANTILE



WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

MCC remains committed to tackling inequalities by reducing, and aiming to remove, its gender pay gap and improving the diversity of its workforce at all levels to ensure all staff feel valued, understood and supported.

The steps MCC has taken to promote gender diversity to date and its plans for the future include:



TRAINING AND DEVELOPMENT

MCC understands the benefits of training and development to highlight the issues and impacts of diversity and discrimination within its employees. This includes:

- Providing training for all employees and members of its committees to ensure that the message of fair treatment and access to opportunities is understood and applied across the Club
- Facilitates senior employees participating in a specialised Inclusive Leadership Programme
- Introduced a new Training and Development Allowance Policy to encourage employees to improve their skills and qualifications and develop their career prospects.



POLICIES AND PROCEDURES

MCC regularly reviews its policies, procedures and practices to ensure that they promote equality and inclusiveness for all. In 2022, MCC launched:

- Menopause Policy - aimed at providing an inclusive working environment by supporting women and others in the workplace who may be experiencing symptoms of the menopause
- Pregnancy Loss Policy - aimed at supporting any employee experiencing the tragic and distressing loss of a pregnancy at any stage
- Hybrid Working Policy - aimed at providing employees with a better work/life balance and increased flexibility.



SUPPORTING PARENTS

MCC understands and appreciates the additional demands placed on working parents. To this end, MCC continues to provide support to its employees by:

- Promoting flexible working and other agile working practices in accordance with its Hybrid Working Policy to enable employees to balance their career with their commitments outside of work
- Offering generous paid maternity, paternity and adoption leave.



CRICKET

MCC remains focused on highlighting the ongoing achievements of women in cricket and to promote access to cricket for all, especially young girls. To this end, in 2022, MCC:

- Hosted five additional women's matches at Lord's
- Attracted the highest attendance rate for a home bilateral England Women's fixture through affordable and flexible ticket pricing and offers
- Increased female participation with after school community cricket programmes with 56% male/ 44% female participants
- Continued to support the MCC Foundation, including its Hub Programme delivering 14 new girls' Hubs and supporting 2,807 girls.

MCC understands that workplace culture is key to achieving diversity across all levels of an organisation. Hence the initiatives set out in this report to try to enable the Club to reduce its gender pay gap.

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

G. W. Lavender

G.W. Lavender Chief Executive & Secretary