

GENDER PAY GAP RESULTS 2017

ECB champions diversity in cricket at all levels. We want all sections of the community to play a part in making our sport successful – regardless of gender, ethnicity, social background or disability.

As a national governing body and a responsible employer, we're committed to treating all our employees fairly and equitably across the organisation.

We also welcome the UK government's efforts to address the Gender Pay Gap by encouraging public and private sector organisations to be more transparent about pay for men and women.

We want to create an environment where women can develop their careers, fulfill their potential and shape the future direction of the sport.

This is our first Gender Pay report. It shows there is a gender pay imbalance within the organisation which is slightly below the national average.

We are committed to tackling this as part of our broader plans to promote diversity in all areas of our business and be an employer of choice within the sports industry.

GENDER PAY GAP RESULTS

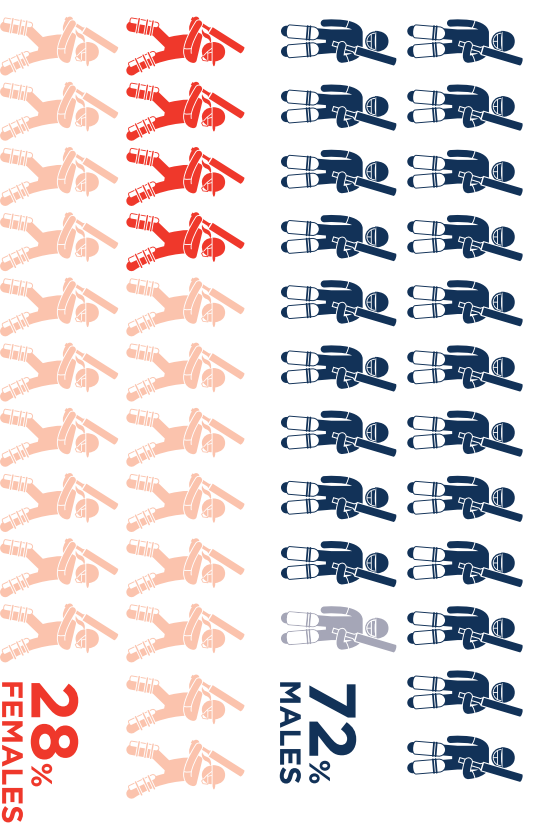
Our Gender Pay Gap in favour of males is 17 per cent – 1.1 per cent below the national median pay gap of 18.1 per cent.

There are several key factors which contribute to this imbalance.

- A higher ratio of men to women at all levels within the organisation.
- A historic trend towards employing ex-players in senior management, coaching and operational roles.
- The inclusion of our centrally contracted England players in the overall calculation.
- The role played by First Class Cricket Umpires in our domestic game – currently all male.
- The time it will take to develop women into senior roles across the organisation.



THE PRINCIPAL CAUSE IS A GENDER DISTRIBUTION IMBALANCE WITHIN THE ORGANISATION



GENDER PAY GAP RESULTS

ECB GENDER PAY IMBALANCE FOR APRIL 2017

	MEDIAN	MEAN
Hourly Pay	17.0%	38.0%
Bonus Paid	0.0%	60.2%

We are committed to treating women and men fairly and equitably where they do the same job and ensuring their pay is equal.

Gender Pay is different to Equal Pay. Gender pay compares all job roles together and does not allow for differences in responsibilities or levels of seniority within an organisation. The difference in upper quartile pay reflects the low ratio of women in senior roles.

PAY QUARTILES

Upper



Women



Men

Upper Middle



Women



Men

Lower Middle



Women



Men

Lower



Women



Men

GENDER PAY GAP RESULTS

Bonus

In 2016/2017 we extended our bonus widely amongst employees because we wanted to ensure that everyone has a stake in the success of our key goals. Therefore, almost all our employees had the opportunity to earn a bonus.

- In the 2016/17 pay period, 56% of men and 58% of women received a bonus payment. The fact that this is far lower than 100% in both cases is mostly due to new joiners who joined after the eligibility cut-off date.

Our bonus pay gap for the last 12 months was influenced by two factors.

- We paid a flat rate to everyone eligible and our median man and woman both earned the same bonus, giving us 0.0% difference in our median bonus payment.
- In senior leadership roles, and in some commercial and performance roles, the overall remuneration paid to individuals includes a bonus. This reflects the importance of rewarding performance in these roles. There is a higher proportion of men in these roles which greatly affects the mean bonus figure.



We have made prioritising people a key strategic priority.

We placed special emphasis on promoting greater diversity within the organisation, setting up a dedicated project group which recommended the following actions be implemented in 2018:

- Stimulate diverse thinking through a **programme of external speakers**.
- Create **new guidelines** to ensure broad viewpoints are heard in all our projects.
- Offer appropriate **support for female professional players** in line with the progress of the women's game.
- Targeted **training and opportunities for female employees**, including a new programme called RISE aimed at developing the skillset and resilience of female employees.

This work will continue in 2018 – all aimed at creating an inclusive environment and a diverse workforce which can attract, develop and retain talented employees from all backgrounds.

1

EMPLOYER BRANDING



Create a distinct Employer Brand that appeals to as wide a candidate pool as possible.

2

RECRUITMENT



Review our attraction and selection methods to understand where barriers to entry may exist.

3

DEVELOPMENT



Engage and retain a talented workforce, creating opportunities for career development and promoting diversity in all areas of the business.

4

CULTURE



Create a culture where people can thrive irrespective of gender, ethnicity, disability or background.

Stronger as One Team is a core ECB value.

We are committed to creating an inclusive and diverse workplace.

It's vital for cricket's future and part of our long-term plans to grow the game.

