

GENDER PAY GAP RESULTS **2019-21**

INTRODUCTION

OUR AMBITION IS TO INSPIRE A GENERATION TO SAY ‘CRICKET IS A GAME FOR ME’

INTRODUCTION

Beyond a new generation of players and fans, we want people and communities to be united by the feeling that cricket is a game for them. This transcends simply participating, volunteering, following or attending, and gets to the heart of how people perceive cricket – as a game that has something to offer everyone no matter your gender, race, abilities, sexuality, age or religion.

Improving diversity and inclusion across the sport is at the heart of our strategy. To achieve this and ensure it is reflected in our workplace, we recognise the need to attract and retain an inclusive, diverse and representative workforce.

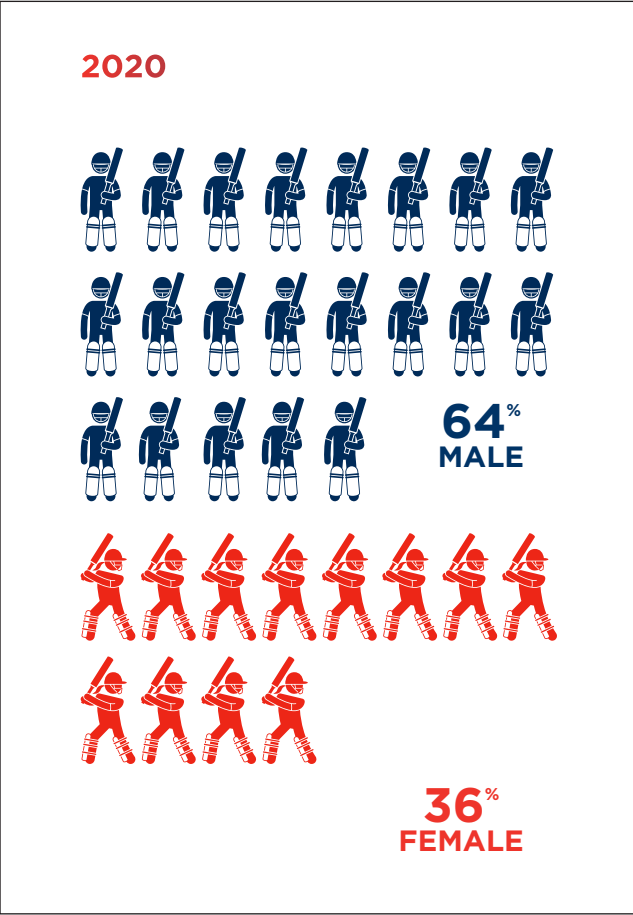
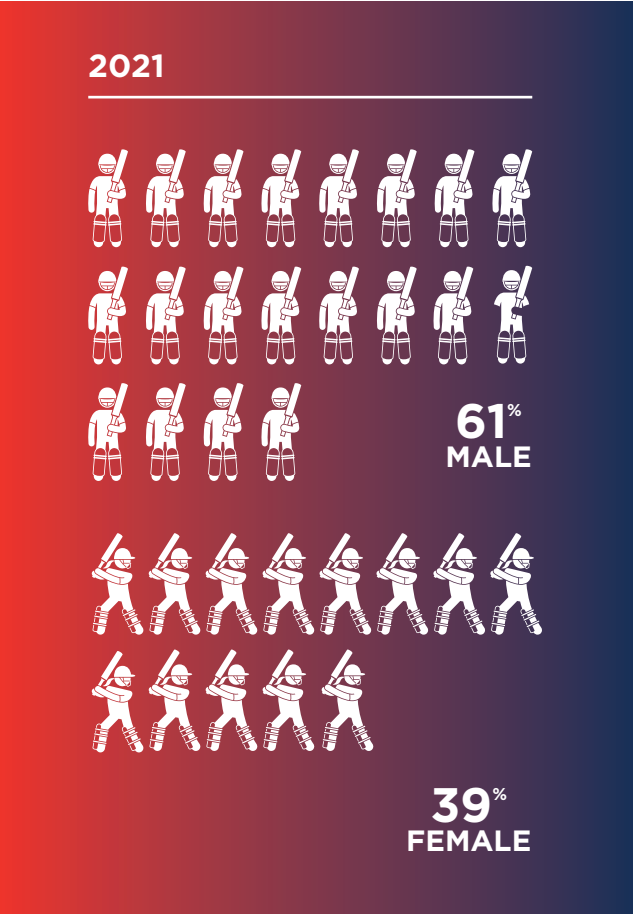
This report provides our gender pay gap figures for 2019, 2020 and 2021*.

While we have made progress in some areas, we know that there is more we need to do. As the overall driver of the gender pay gap is the proportion of men and women in the most senior and highly paid roles, we need to increase the number of female employees in those positions. We will also continue our work to grow the commercial value of the women's game, which will over time reduce the pay differential between male and female professional cricketers.

We took an important step towards this in 2021 with the launch of a new competition, The Hundred, which provides a platform to showcase the men's and women's game alongside one another.

* In line with statutory reporting requirements, all figures are based on people employed by the ECB on 5th April of each year. The deadline for reporting 2019 figures was extended due to COVID-19, so we have chosen to publish data for three years in one report.

GENDER SPLIT



GENDER PAY GAP

FIGURES EXPLAINED:

MEAN: The mean gender pay gap is an average. It's calculated by adding up the pay of all male and female employees and dividing it by the number of employees. The difference between men's and women's average pay is then expressed as a percentage.

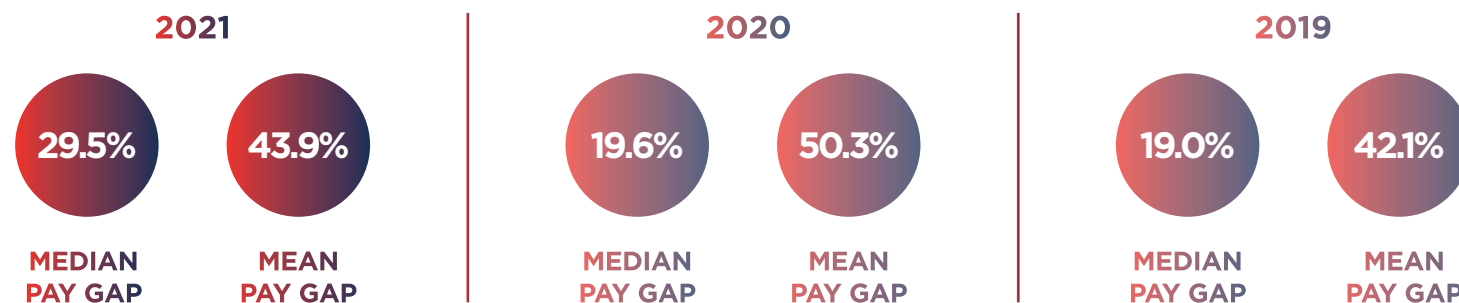
MEDIAN: The median gender pay gap is calculated by listing all male and female employees' pay from highest to lowest and comparing the number that sits in the middle for each gender, the difference is then expressed as a percentage.

PAY QUARTILE: Employees are ranked from highest to lowest paid and then divided into four equal quartiles. The proportion of male and female employees and the pay gap in each quartile can then be compared.

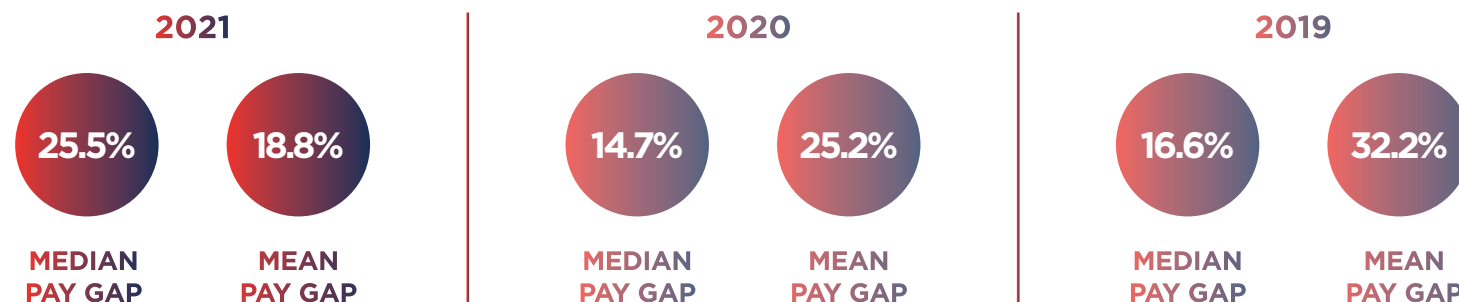
GENDER PAY VS EQUAL PAY:

The gender pay gap is different to equal pay. Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work.

ORDINARY PAY GAP (ALL EMPLOYEES INCLUDING PLAYERS):



ORDINARY PAY GAP (EXCLUDING PLAYERS):



The median gender pay gap, which includes match fees and salaries for both male and female contracted England players was 29.5% in 2021, compared with 19.6% in 2020 and 19.0% in 2019. Excluding players, the median pay gap was 25.5%, compared with 14.7% in 2020 and 16.6% in 2019.

The increase in the median gender pay gap between 2020 and 2021 is due to an ECB-wide redundancy programme undertaken in 2020 to help mitigate the financial impact of COVID-19. As part of this, more male employees left the organisation than female employees, resulting in a higher proportion of females in the lower pay quartiles and therefore a wider median pay gap.

The mean gender pay gap was 43.9%, compared to 50.3% in 2020 and 42.1% in 2019. The difference between the median and mean pay gaps is principally the result of the higher salary and match fees paid to male England players, reflecting the current greater commercial value of the men's game in terms of broadcast rights, ticket sales and sponsorship.

PAY QUARTILES

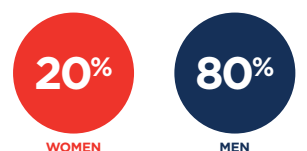
PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE (ALL EMPLOYEES INCLUDING PLAYERS)

In 2021 the proportion of female employees in the upper pay quartile was 20%, compared with 17% in 2020 and 2019. This is the primary driver of the overall gender pay gap for the organisation – there are fewer women in the most highly paid roles. The pay gaps within the other three quartiles are much smaller.

The increase in the median pay gap in the upper pay quartile between 2020 and 2021 (from 25.9% to 40.6%) was due to the redundancy programme described above, which resulted in more males in the upper quartile leaving the organisation than females. The mean pay gap in the upper quartile reduced over the same period from 52.1% to 27.3%.

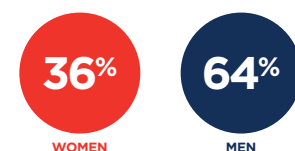
2021

UPPER QUARTILE



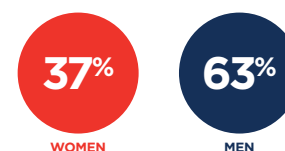
	MEDIAN	MEAN
GENDER PAY GAP	40.6%	27.3%

UPPER MIDDLE



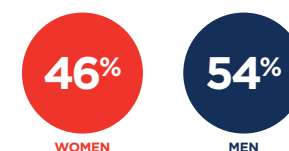
	MEDIAN	MEAN
GENDER PAY GAP	5.7%	3.5%

LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	4.3%	2.5%

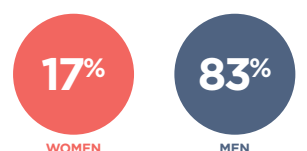
LOWER QUARTILE



	MEDIAN	MEAN
GENDER PAY GAP	10.7%	8.2%

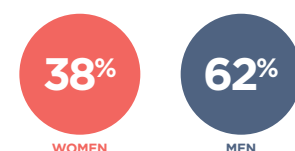
2020

UPPER QUARTILE



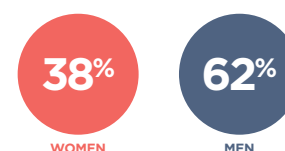
	MEDIAN	MEAN
GENDER PAY GAP	25.9%	52.1%

UPPER MIDDLE



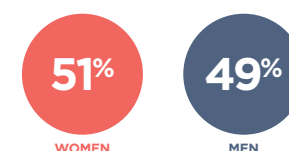
	MEDIAN	MEAN
GENDER PAY GAP	4.6%	3.2%

LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	-1.1%	-2.0%

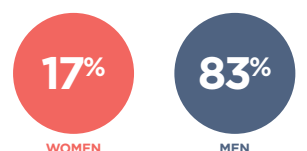
LOWER QUARTILE



	MEDIAN	MEAN
GENDER PAY GAP	11%	9.2%

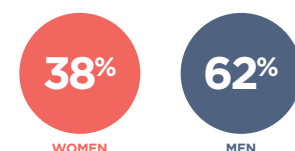
2019

UPPER QUARTILE



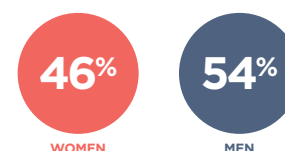
	MEDIAN	MEAN
GENDER PAY GAP	26.3%	43.8%

UPPER MIDDLE



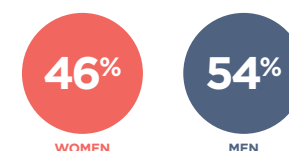
	MEDIAN	MEAN
GENDER PAY GAP	2.0%	2.7%

LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	4.9%	1.8%

LOWER QUARTILE



	MEDIAN	MEAN
GENDER PAY GAP	9.3%	8.3%

BONUS

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS AND THE BONUS PAY GAP (ALL EMPLOYEES):

As part of measures introduced to mitigate the financial impact of COVID-19, no ECB employees were awarded a discretionary bonus in 2021. A small number of bonuses were paid where these were part of a prior contractual commitment. As a result, the number of employees receiving a bonus fell significantly in 2021 (2% vs 74% in 2020), so it is not possible to draw meaningful comparisons in terms of bonus pay gap with previous years.

