

ECB 2022

GENDER AND ETHNICITY
PAY GAP RESULTS

INTRODUCTION

We want great people with different perspectives and skills playing and working across all levels of cricket. We want to start from the broadest talent pool with people from all backgrounds and support them with equitable opportunities to achieve their full potential – whether that’s on or off the pitch.

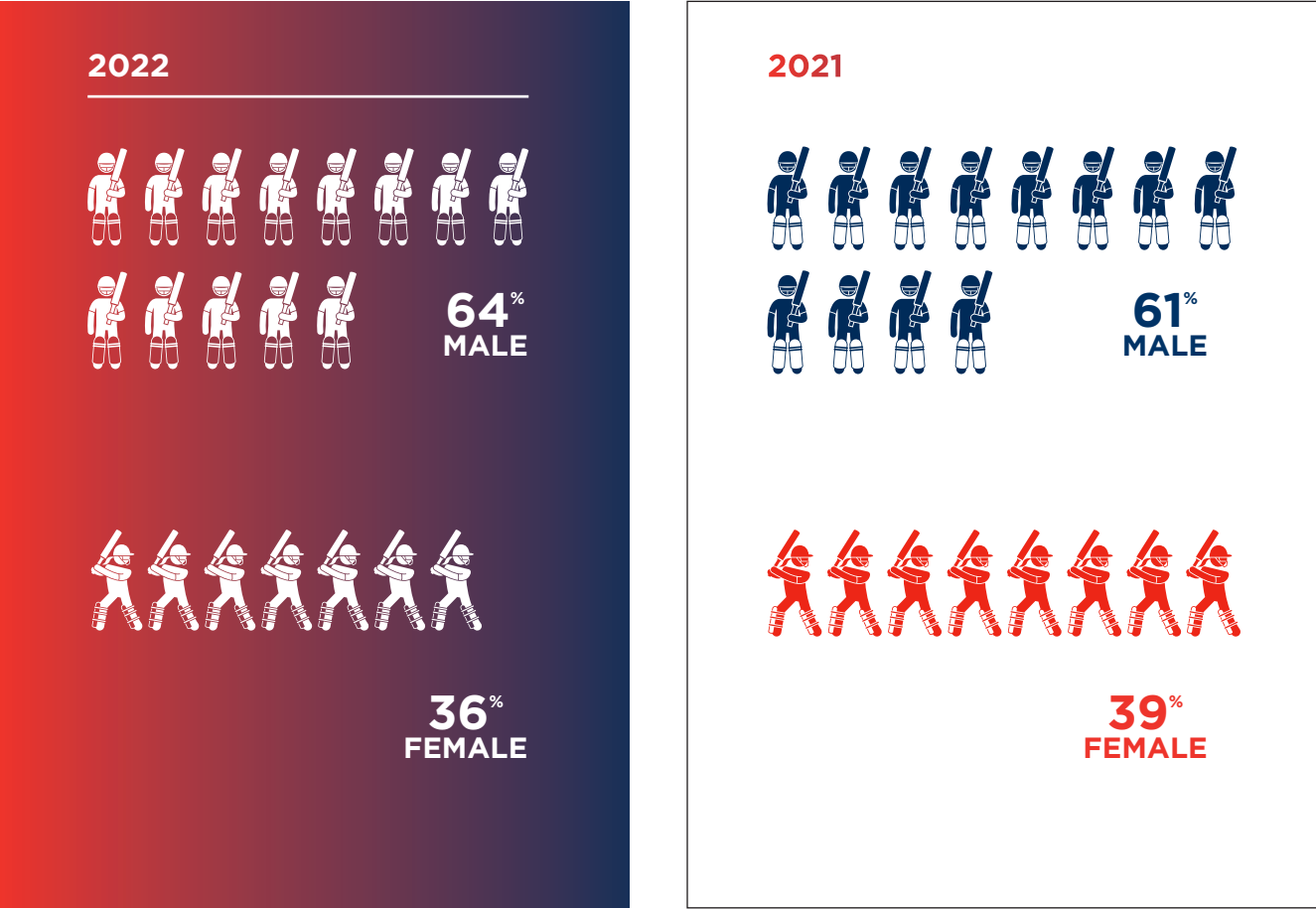
Improved diversity of thought and perspectives can bring us more relevant innovation for how we will inspire generations and evolve what we do. It can also bring better challenge to how we make decisions and manage risks across the game.

This report provides our gender and ethnicity pay gap figures for 2022. In line with statutory reporting requirements for the gender pay gap, all figures are based on people employed by the ECB on 5th April of each year. For the first time we have also chosen to publish ethnicity pay gap figures on a similar basis, as part of our commitment to transparent reporting of Equity, Diversity and Inclusion (EDI) data.

While we have made progress in most areas, we know that there is further to go. There are two main drivers of the gender pay gap at ECB. Firstly, the higher proportion of men in the most senior and highly paid roles, requiring us to ensure that we continue to increase the number of female employees in those positions. Secondly, the inclusion of our centrally contracted England men’s and women’s players in the report creates a wider gap than if players were not included. As we continue our work to grow the value of the women’s game, we are focused on increasing the pay of professional female cricketers over the coming years.

The overall ethnicity pay gap figures reflect some of the success the ECB has had in developing an ethnically diverse senior management team, but we also recognise that there is more we need to do to increase ethnic diversity at all levels of the organisation. The commitment to build diverse teams forms a key part of the ECB’s EDI Plan, which sets the target that 20% of our workforce should come from ethnically diverse communities by 2025.

GENDER SPLIT



GENDER PAY GAP

EXPLANATION OF TERMS:

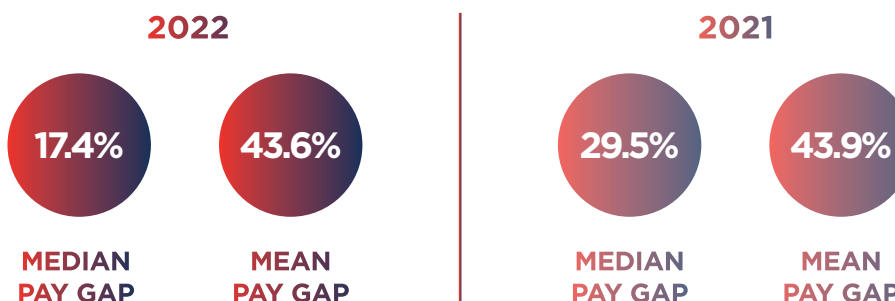
MEAN: The mean gender pay gap is an average. It's calculated by adding up the pay of all male and female employees and dividing it by the number of employees. The difference between men's and women's average pay is then expressed as a percentage.

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.

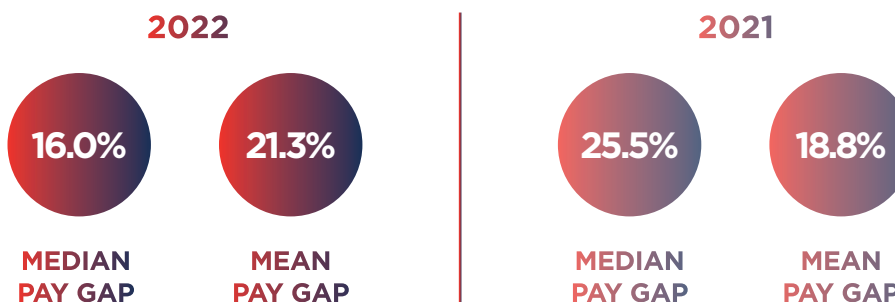
PAY QUARTILE: Employees are ranked from highest to lowest paid and then divided into four equal quartiles. The proportion of male and female employees and the pay gap in each quartile can then be compared.

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 (on 5th April of each year) was 17% in 2022, compared with 30% in 2021.

Excluding players, the median pay gap was 16%, compared with 26% in 2021. The movement in the median pay gaps has been driven by a positive shift in the number of females at the upper pay quarter and an increase in the number of males at the lower quartile.

The mean gender pay gap was 44% in 2022, the same as in 2021. 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. Excluding players, the mean pay gap was 21%.

PAY QUARTILES

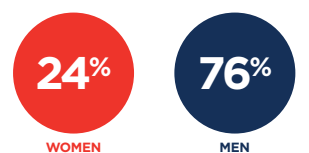
PROPORTION OF MEN AND WOMEN AND PAY GAP IN EACH PAY QUARTILE (ALL EMPLOYEES, INCLUDING PLAYERS):

In 2022 the proportion of female employees in the upper pay quartile was 24%, compared with 20% in 2021. This is the primary driver of the overall gender pay gap for the organisation – there are fewer women than men in the most highly paid roles. The pay gaps within the other three quartiles are much smaller (and in the middle quartiles, in favour of females).

The increase in the mean pay gap in the upper quartile between 2021 and 2022 was due to the payment of bonuses (which were not awarded in 2021), with more of the highest paid employees at the top end of the quartile being male.

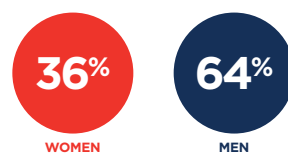
2022

UPPER QUARTILE



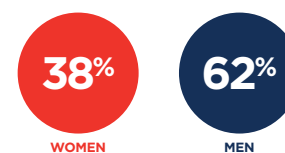
	MEDIAN	MEAN
GENDER PAY GAP	32.3%	46.7%

UPPER MIDDLE



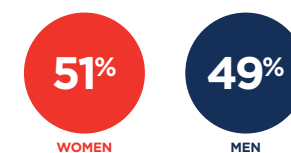
	MEDIAN	MEAN
GENDER PAY GAP	-1.5%	-0.2%

LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	-3.4%	-1.0%

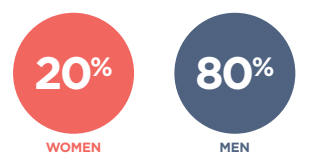
LOWER QUARTILE



	MEDIAN	MEAN
GENDER PAY GAP	9.1%	4.4%

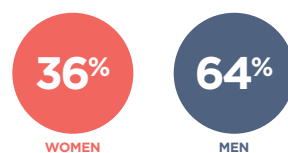
2021

UPPER QUARTILE



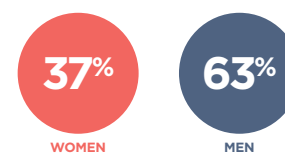
	MEDIAN	MEAN
GENDER PAY GAP	40.6%	27.3%

UPPER MIDDLE



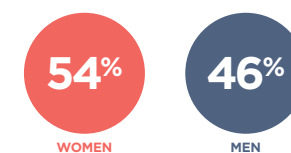
	MEDIAN	MEAN
GENDER PAY GAP	5.7%	3.5%

LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	4.3%	2.5%

LOWER QUARTILE



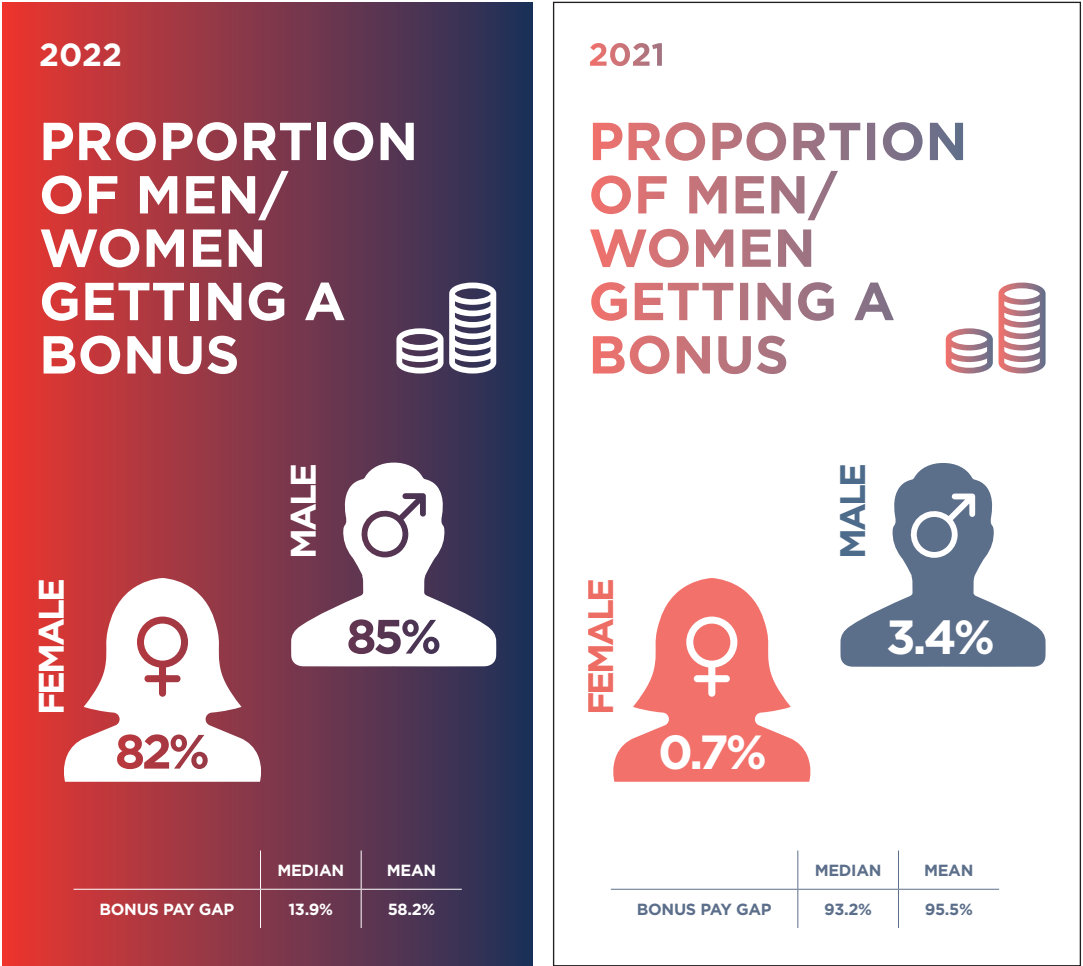
	MEDIAN	MEAN
GENDER PAY GAP	10.7%	8.2%

BONUS

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

Over 80% of both male and female employees received a bonus in 2022. In 2021, as part of measures introduced to mitigate the financial impact of COVID-19, no ECB employees were awarded a discretionary bonus (the only bonuses paid were part of prior contractual commitments).

The mean bonus pay gap of 58% is the result the greater proportion of males in the most highly paid roles at the top of the organisation.



ETHNICITY SPLIT

ANALYSIS OF THE
ETHNICITY PAY GAP
IS BASED ON THE 83%
OF EMPLOYEES WHO
HAVE DECLARED THEIR
ETHNICITY.



ETHNICITY PAY GAP

EXPLANATION OF TERMS:

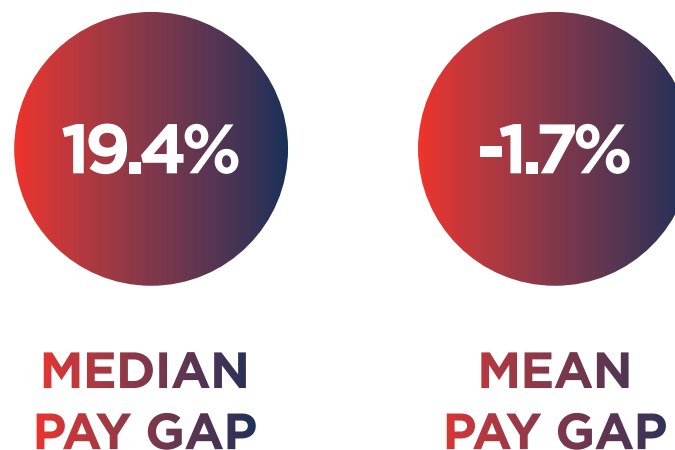
MEAN: The mean ethnicity pay gap is an average. It's calculated by adding up the pay of all white and ethnically diverse employees and dividing it by the number of employees. The difference between the two's average pay is then expressed as a percentage.

MEDIAN: The median ethnicity pay gap is calculated by listing all white and ethnically diverse employees' pay from highest to lowest and comparing the number that sits in the middle for each; 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 white and ethnically diverse employees and the pay gap in each quartile can then be compared.

ALL EMPLOYEES:

2022



The median ethnicity pay gap was 19% in 2022. This is lower than the London median of 24%.

The mean ethnicity pay gap was -2%, which means that our ethnically diverse employees were paid on average 2% more than white employees. This is primarily driven by the number of ethnically diverse employees in the most senior management roles.

PAY QUARTILES

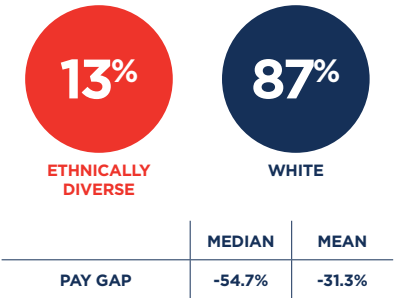
PROPORTION OF EMPLOYEES AND PAY GAP IN EACH PAY QUARTILE:

Ethnically diverse employees make up 13% of the upper pay quartile, including some of the most highly paid senior management roles. As a result, the median pay gap in the top quartile is 55% in favour of ethnically diverse employees, while the mean is 31% in favour of ethnically diverse employees.

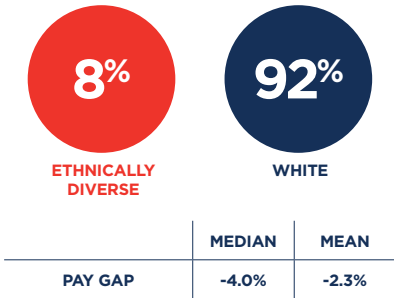
The pay gaps within the other three quartiles are much smaller, with ethnically diverse employees being paid more on average on the upper middle and lower middle quartiles, and white employees being paid more on average in the lower quartile. In each case, the pay gap is less than 5%.

2022

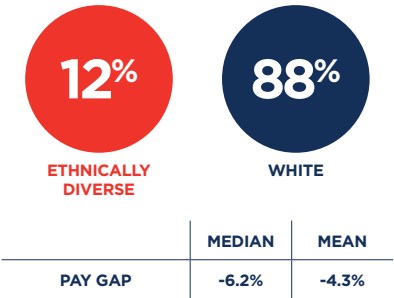
UPPER QUARTILE



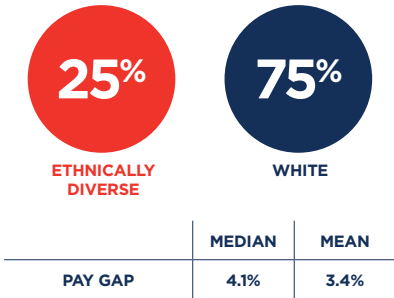
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



BONUS

PROPORTION OF
EMPLOYEES RECEIVING A
BONUS AND THE BONUS
PAY GAP:

The proportion of white and ethnically diverse employees receiving a bonus in 2022 was similar – 91% and 87% respectively.

The mean bonus gap of 30% in favour of ethnically diverse employees reflects the larger bonuses paid to those in senior management roles.

The median bonus gap of 22% in favour of white employees reflects the higher proportion of ethnically diverse employees where bonuses are usually smaller.

