

**ECB 2025**

GENDER AND ETHNICITY  
PAY GAP RESULTS

# INTRODUCTION

Welcome to the ECB's 2025 Gender and Ethnicity Pay Gap Report.

We aim to make cricket the UK's most inclusive team sport. We'll do that by empowering people, building diverse teams, fostering inclusive environments, and leading with accountability. This document is a critical pillar of the transparency commitments set out in our Equity, Diversity, and Inclusion (EDI) action plan.

To ensure we meet statutory reporting requirements, all the figures in this report are based on people working for the ECB on 5th April 2025.

Our data reveals that the gender split of the ECB's workforce has remained static as per the previous year; in 2025 64% of our employees were male, and 36% female.

However, both our median and mean pay gaps have increased slightly in favour of male employees. The gaps are bigger when centrally contracted England men's

and women's players are included in our reporting data. Both the median and mean pay gaps are smaller when those players are removed from the calculations.

Men also represent a much higher proportion of our employees in senior and highly paid roles. We are actively seeking to narrow these pay gaps – with deliberate steps, including targeted outreach towards more diverse talent pools.

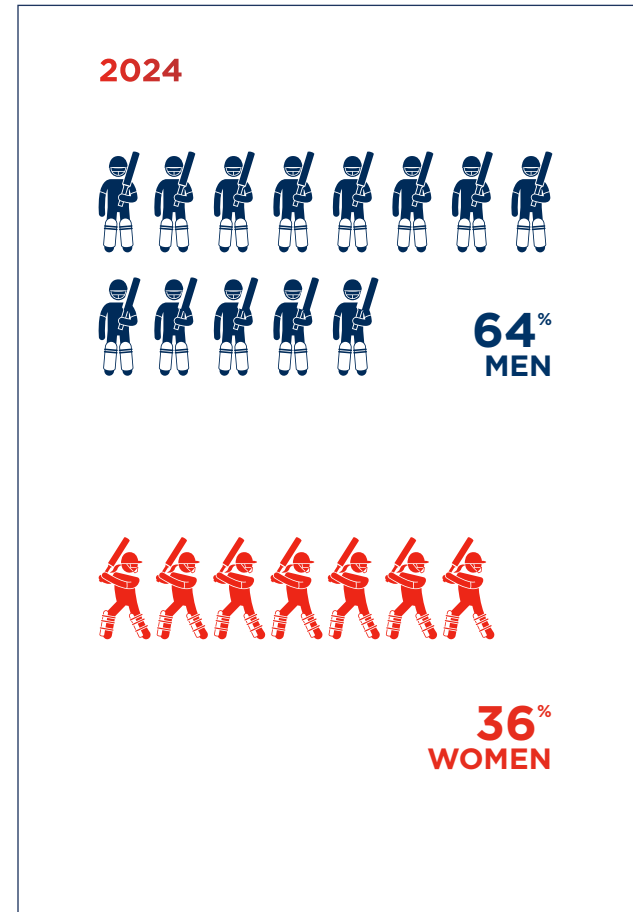
Our mean ethnicity pay gap now stands at 9.7% in favour of employees from ethnically diverse communities, an increase from 4.1% in 2024. The median ethnicity pay gap is 5.1% in favour of white employees, down from 8.6% in 2024.

As part of our drive to become the most inclusive team sport, over the next 12-18 months we will be using specialist recruitment/talent portals and partners to ensure we are marketing our career opportunities to the widest possible candidate pool to attract talent from all backgrounds.

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## GENDER SPLIT

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# 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.

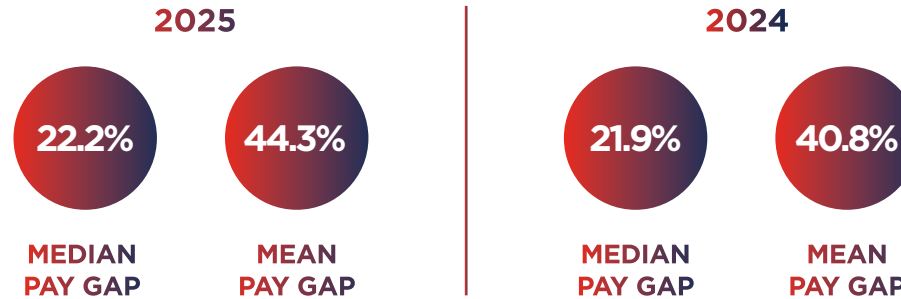
**MEDIAN:** The median gender pay gap is calculated by listing all male and female employees' pay from highest to lowest and comparing the number that sits in the middle for each gender; the difference is then expressed as a percentage.

**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.

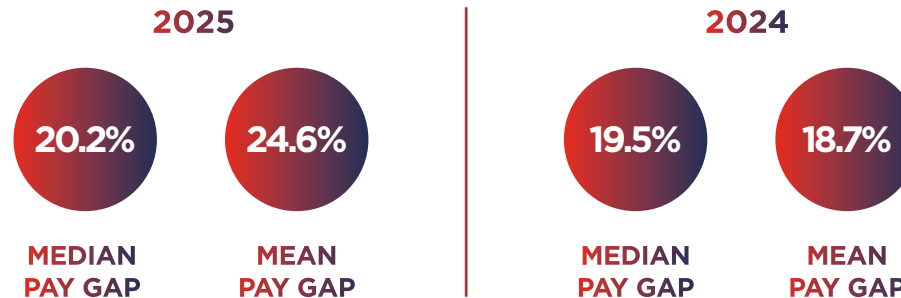
### GENDER PAY VS EQUAL PAY:

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 bonuses and salaries for both male and female contracted England players, was **21.9%** in 2024 and has increased slightly to **22.2%** in 2025.

Excluding players, the median pay gap has increased slightly by 0.7 percentage points to **20.2%**. The increase in the median pay gap is due to a smaller number of women in higher paid roles. Since the cut-off for this report, female representation within the Leadership Group has increased.

The mean gender pay gap, including players, was **44.3%** in 2025, compared to **40.8%** in 2024. The difference between the median and mean pay gaps is principally the result of the higher salary 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 has increased from **18.7%** to **24.6%**, due to a higher proportion of men in the upper quartile.

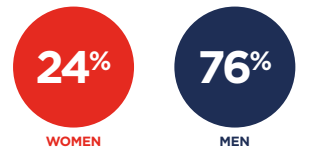
# PAY QUANTILES - GENDER

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

In 2025, the proportion of female employees in the upper quartile was **24%**, up from **22%** in 2024. This quartile also has the largest median and mean pay gaps. The pay gaps within the other three quartiles are much smaller. Fewer women working in the most highly paid roles is the primary driver of the organisation's overall gender pay gap.

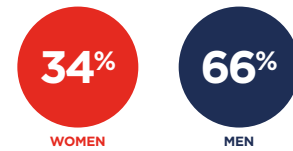
## 2025

### UPPER QUANTILE



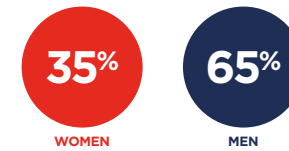
	MEDIAN	MEAN
GENDER PAY GAP	17.4%	46.4%

### UPPER MIDDLE



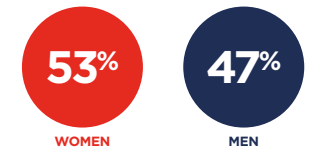
	MEDIAN	MEAN
GENDER PAY GAP	3.3%	2.2%

### LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	1.0%	0.8%

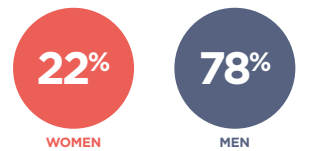
### LOWER QUANTILE



	MEDIAN	MEAN
GENDER PAY GAP	2.5%	3.6%

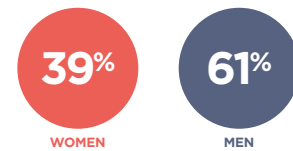
## 2024

### UPPER QUANTILE



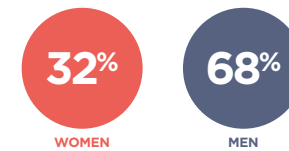
	MEDIAN	MEAN
GENDER PAY GAP	18.7%	37.3%

### UPPER MIDDLE



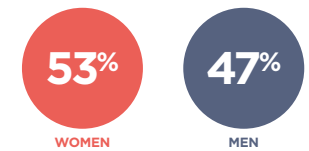
	MEDIAN	MEAN
GENDER PAY GAP	4.5%	2.7%

### LOWER MIDDLE



	MEDIAN	MEAN
GENDER PAY GAP	3.0%	3.0%

### LOWER QUANTILE

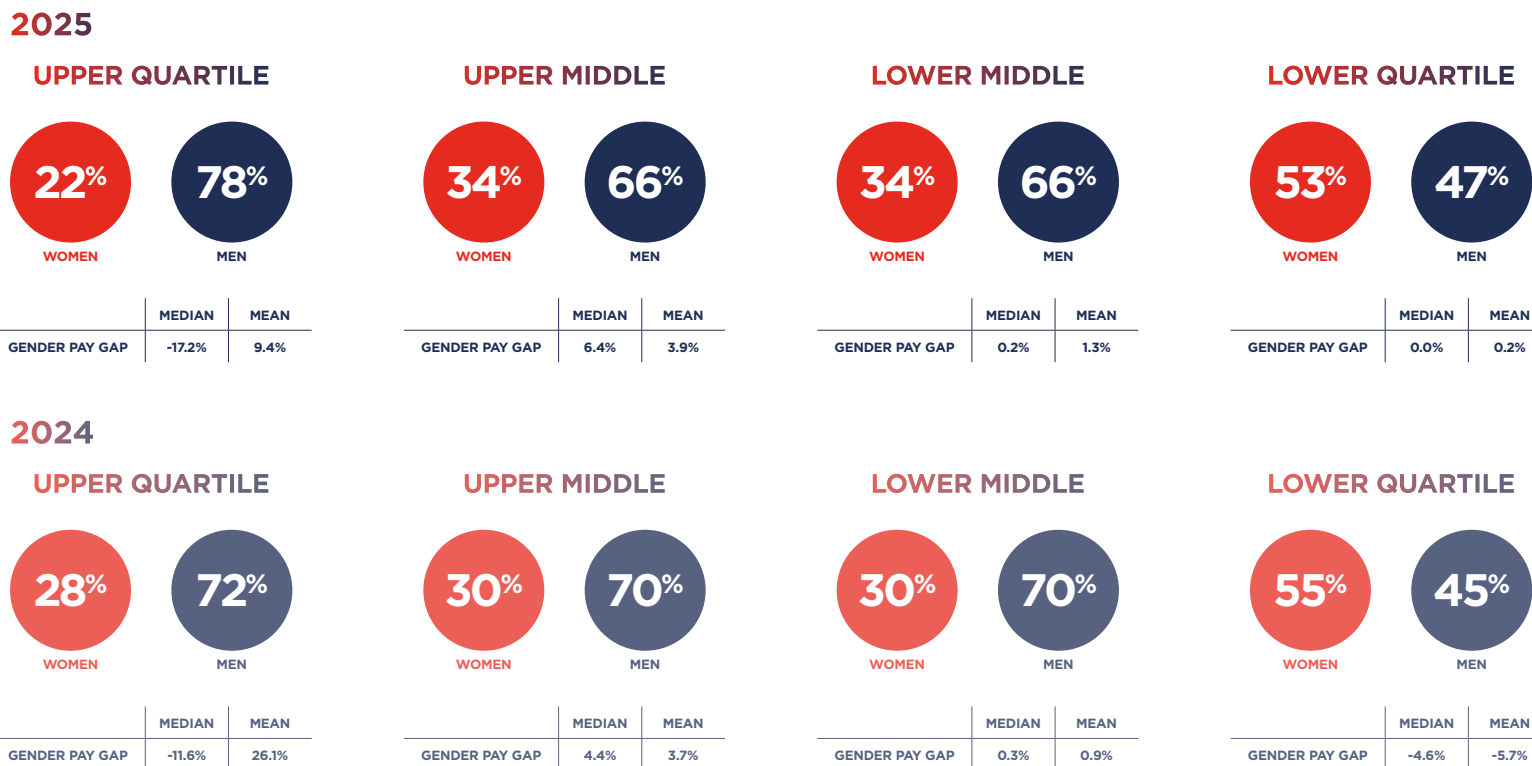


	MEDIAN	MEAN
GENDER PAY GAP	-0.4%	-2.7%

Note: a minus indicates a pay gap in favour of women.

# PAY QUANTILES - GENDER

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



Note: a minus indicates a pay gap in favour of women.

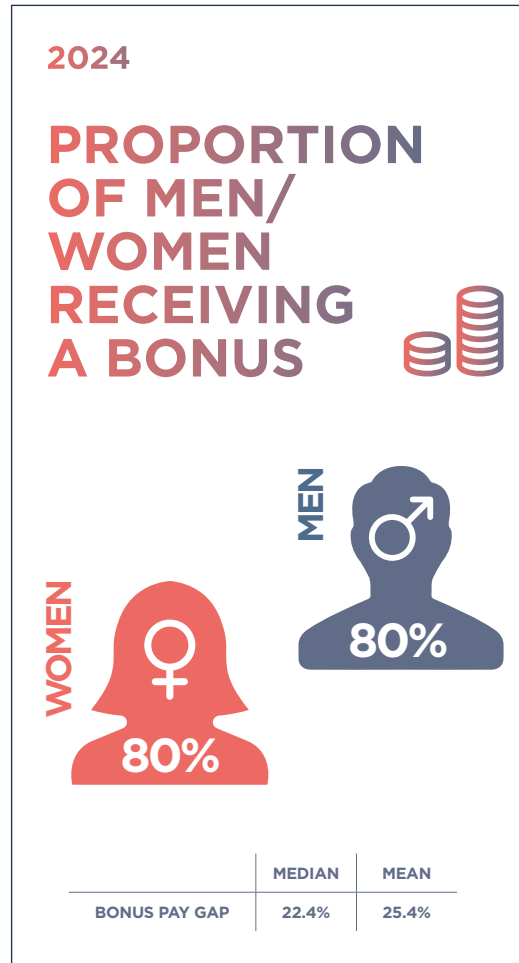
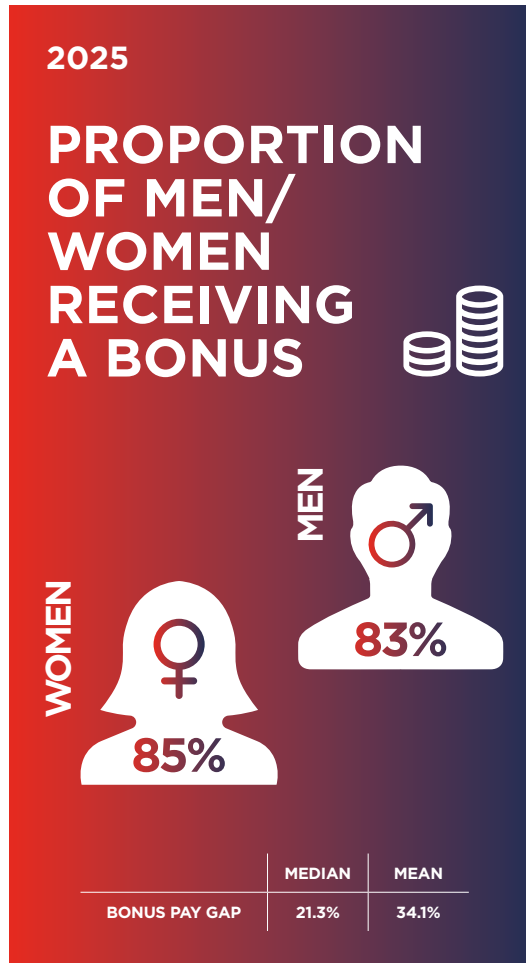
# BONUS - GENDER

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

For the first time since reporting began in 2017, a higher proportion of female employees (**85%**) received a bonus compared to male employees (**83%**). In 2024, 80% of both female and male employees received a bonus.

The mean bonus gap has risen to **34.1%**, from **25.4%** in 2024. Eight of the 10 highest bonus earners are male.

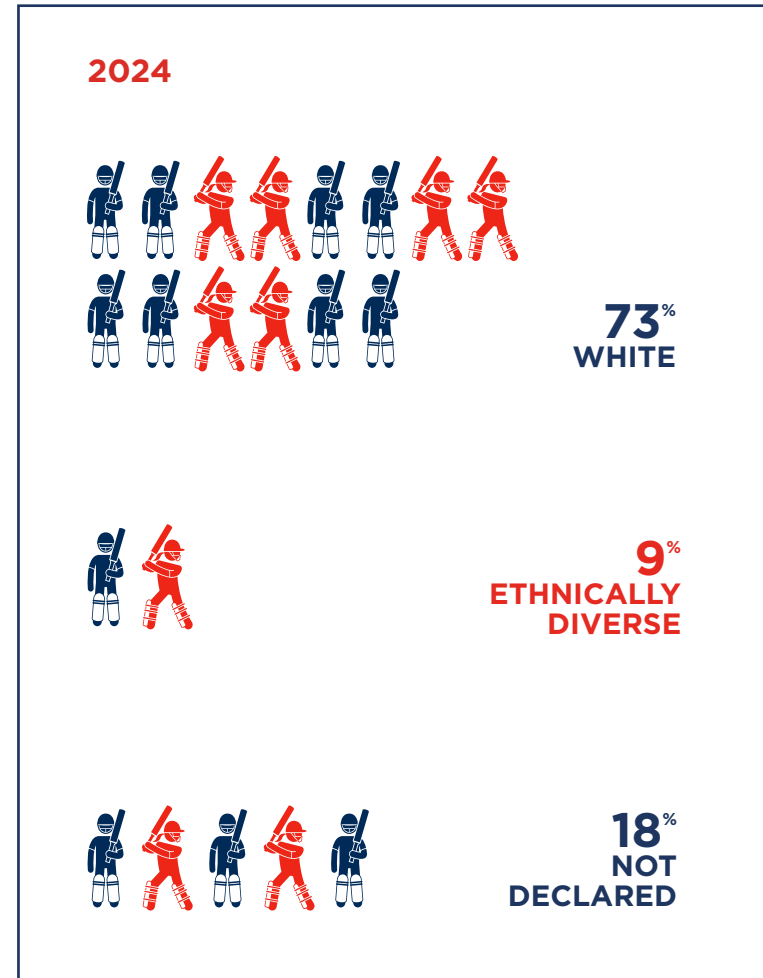
In contrast to the mean measure, the median bonus gap has decreased from **22.4%** to **21.3%** in favour of men.



## ETHNICITY SPLIT

ANALYSIS OF THE ETHNICITY PAY GAP IS BASED ON THE 86% OF STAFF WHO HAVE DECLARED THEIR ETHNICITY (INCLUDING PLAYERS).

ECB's disclosure rates have increased by four percentage points to 86% of employees choosing to disclose their ethnicity. Of those who have disclosed their ethnicity, 11% (an increase of two percentage points) were from ethnically diverse communities, while 75% (an increase of two percentage points) were white. Fourteen per cent of employees chose not to declare their ethnicity.



# ETHNICITY PAY GAP

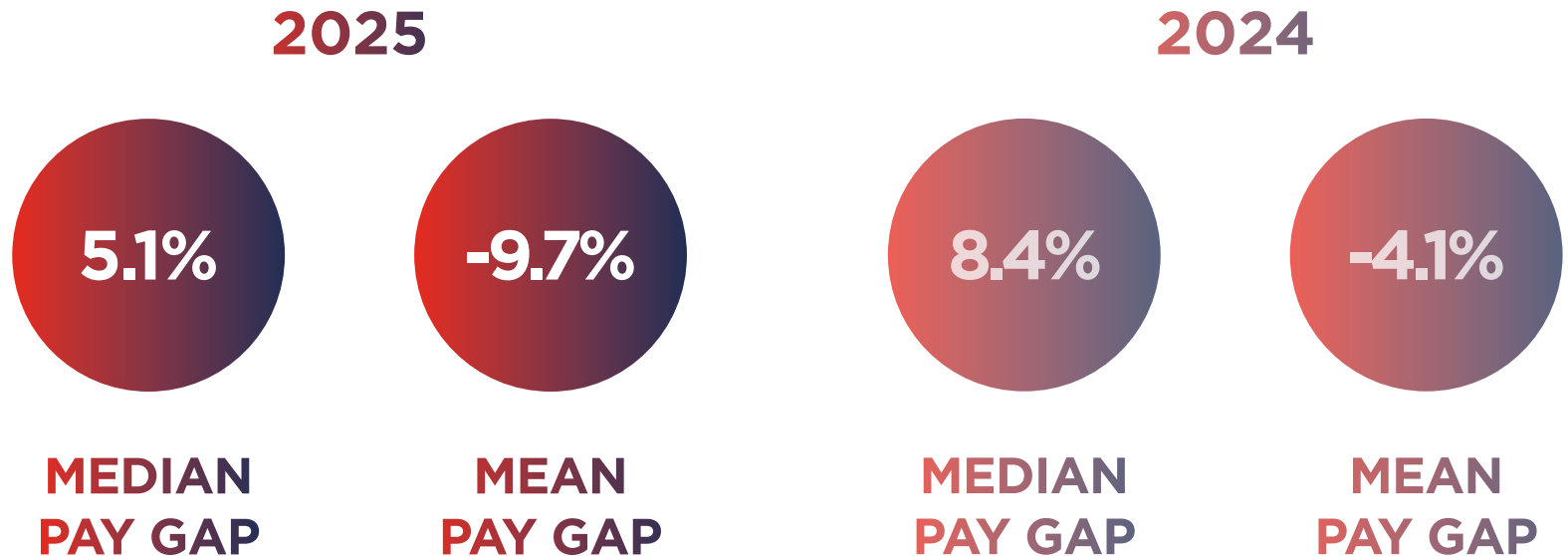
## EXPLANATION OF TERMS:

**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:



Note: A minus indicates a pay gap in favour of employees from ethnically diverse communities

The median ethnicity pay gap was 5.1% in 2025, compared to 8.4% in 2024.

The mean ethnicity pay gap was -9.7%, which means that employees from ethnically diverse communities were paid on average 9.7% more than white employees. This was an increase from 4.7% in favour of employees from ethnically diverse communities in 2024, and reflects the strong representation of staff from ethnically diverse communities at an executive level.

# PAY QUANTILES - ETHNICITY

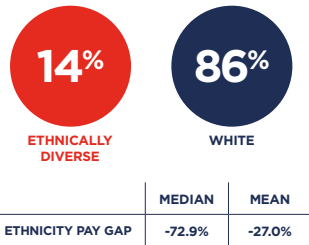
## PROPORTION OF EMPLOYEES AND PAY GAP IN EACH PAY QUANTILE (INCLUDING PLAYERS):

Employees from ethnically diverse communities make up **14%** of the upper pay quartile, including some of the most highly paid senior management roles. In the top quartile both the median (72.9%) and mean (27%) are in favour of employees from ethnically diverse communities.

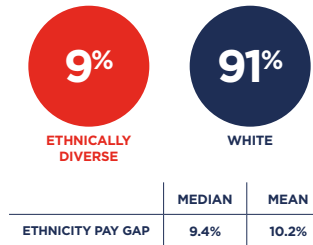
The pay gaps within the other three quartiles are much smaller. There is no median pay gap in the lower middle quartile, and a 0.2% mean pay gap in favour of employees from ethnically diverse communities. Compared to employees from ethnically diverse communities, white employees were paid more on average in the lower quartile and the upper middle quartile.

### 2025

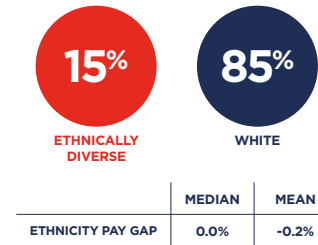
#### UPPER QUANTILE



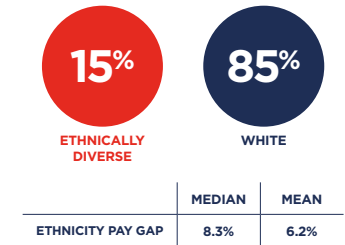
#### UPPER MIDDLE



#### LOWER MIDDLE

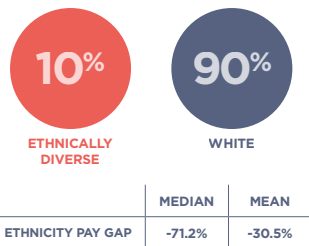


#### LOWER QUANTILE

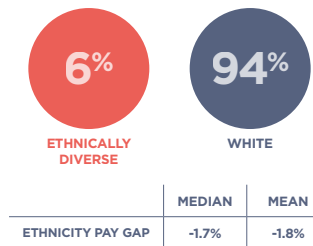


### 2024

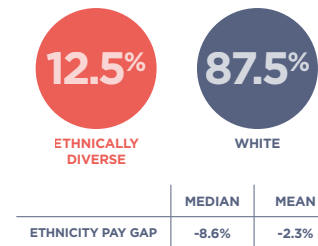
#### UPPER QUANTILE



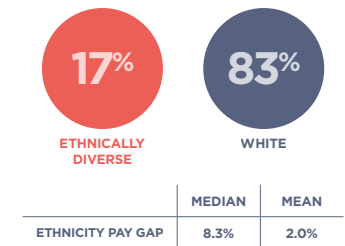
#### UPPER MIDDLE



#### LOWER MIDDLE



#### LOWER QUANTILE



Note: A minus indicates a pay gap in favour of employees from ethnically diverse communities

# BONUS - ETHNICITY

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

The proportion of white employees receiving a bonus in 2025 (**91%**) was similar to the previous year (**90%**). The proportion of employees from ethnically diverse communities receiving a bonus in 2025 (**85%**) fell from 89% in the previous year.

The mean bonus gap of **55.0%** in favour of employees from ethnically diverse communities reflects the larger bonuses paid to those in senior management roles.

The median bonus gap of **9.8%** in favour of white employees is a decrease on last year's measure of **22.2%**.



Note: The definition of 'employees from ethnically diverse communities' uses the UK census ethnicities and includes: Asian or Asian British; Black, Black British, Caribbean or African; Mixed or multiple ethnic groups; Other ethnic groups. It does not include any White ethnic groups.