

2018 GENDER PAY GAP RESULTS

INTRODUCTION

From drawing a full-house crowd at Lord's to watch England win the 2017 ICC Women's World Cup Final, to improving our governance by exceeding Sport England's target for a 30% female Board, we are proud of the role ECB is playing in breaking down barriers for women in sport both on and off the field. Our ambition is to be a gender-balanced organisation by increasing female representation at all levels and see more women in leadership positions.

As an employer we are taking steps to support our people, champion diversity and create opportunities for women to develop their careers – acknowledging it will take time for our cultural and recruitment practices to be fully reflected in our gender pay statistics.

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. The gender pay gap shows the difference in the average pay between all male and female employees in an organisation and is therefore impacted by the make-up of an organisation. At ECB, there are a higher number of men employed than women and more men in senior positions. This has an impact on the average pay and bonuses and is an underlying cause of our gender pay gap.

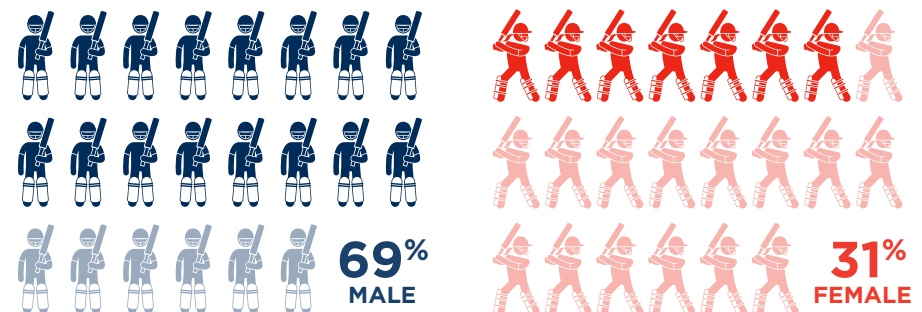
Our gender pay figures for 2018 show areas of improvement from 2017. We are pleased to have made a headline 4.4% improvement in the median pay gap (to 12.6%) and have seen an increase of 3% more women working at ECB (men: 69% women: 31%).

2018 calculations now include match fees, in addition to salaries, for both male and female centrally contracted England players which has negatively impacted our mean pay gap by 5.6% in favour of males (to 43.6%). Without these the mean pay gap would be 30.3% (down from 38%).

Our median bonus pay gap has risen to 21.9% from last year, following a change in the employee bonus away from a flat figure to a percentage linked to salary. Despite being a more modern scheme, it negatively impacts the figures in this report due to the proportion of women in senior roles.

Change will be gradual and there are industry-wide challenges to address, but we are committed to creating further opportunities for women and girls in cricket, on and off the pitch. We are confident about our direction of travel and with a new five-year strategy in place for 2020-2024, bringing more investment to every level of the women's game, it's an exciting time for women in cricket.

GENDER SPLIT

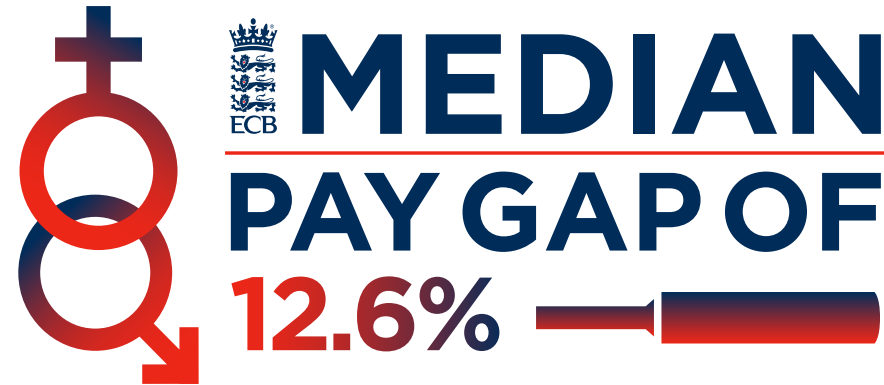


WHERE WE ARE NOW

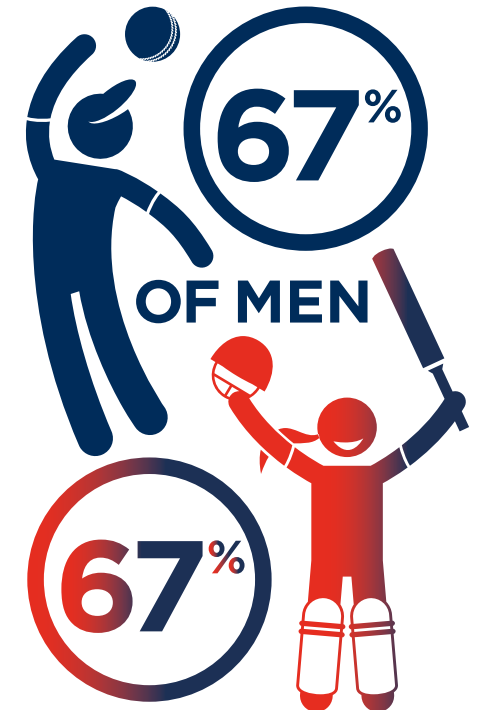
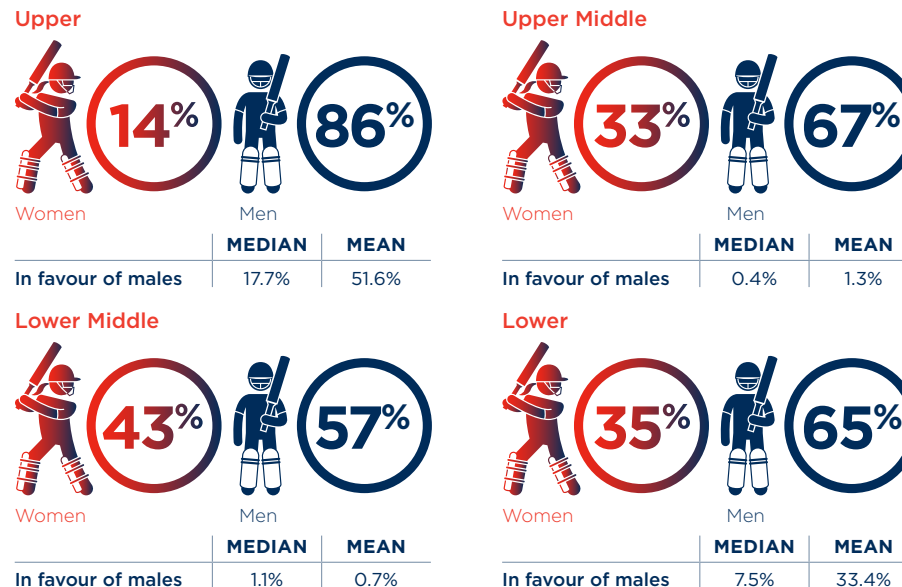
- **THE MEDIAN:** THE PERCENTAGE DIFFERENCE BETWEEN THE MIDDLE PAY OR BONUS OF ALL MEN AND THE MIDDLE PAY OR BONUS OF ALL WOMEN
- **THE MEAN:** THE DIFFERENCE BETWEEN MEN AND WOMEN'S AVERAGE PAY OR BONUS
- **PAY QUANTILES:** WHERE AN ORGANISATION IS SPLIT INTO FOUR EQUALLY SIZED CHUNKS OF EMPLOYEES BASED ON THEIR HOURLY EARNINGS

	MEDIAN	MEAN
2018 Overall Hourly Pay	12.6%	43.6%
2017 Overall Hourly Pay	17%	38%

	MEDIAN BONUS GAP	MEAN BONUS GAP
2018 Overall Bonus Paid	21.9%	58.5%
2017 Overall Bonus Paid	0%	60.2%



PAY QUANTILES: PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE:



OF WOMEN

RECEIVED A BONUS PAYMENT IN THE 2017/2018 PAY PERIOD

DRIVING PROGRESS AND OVERCOMING CHALLENGES

**IN 2018, WE
INTRODUCED A FULLY
INDEPENDENT BOARD
WITH 30%
FEMALE REPRESENTATION**

**WE WILL INVEST
AT LEAST £20M
INTO WOMEN'S AND GIRLS'
CRICKET BY THE END
OF 2021**

DIVERSIFYING OUR GOVERNANCE

- In 2018, we introduced a fully independent Board, with female members exceeding Sport England's target of 30%.
- We have moved to an open, transparent, skills-based recruitment process for the Board, ensuring we attract candidates from a diverse talent pool.

IDENTIFYING AND EMPOWERING FEMALE LEADERS

- We are running a new women's development programme, RISE, designed to empower female employees to reach their full potential.
- Whether it's to care for a child or a change in living situation, we offer a flexible working policy to help meet the evolving needs of our staff.
- We are a proud participant in the Women in Sport Leadership programme delivered in partnership with the University of Chichester and the Anita White Foundation.

DRIVING PROGRESS AND OVERCOMING CHALLENGES

CREATING A DIVERSE AND INCLUSIVE CULTURE

- We made a public commitment, through our 2018-2020 Diversity Action Plan, to progress the diversity of the game, our employees and our Board.
- We run a programme of external speakers to stimulate diverse thinking.
- We were the first solo NGB to participate in London Pride 2018 and we are a Sector Sponsor in Stonewall's Starting Out Guide.
- We celebrate and engage employees in International Women's Day and International Day of Persons with Disabilities.

RECRUITING DIVERSE TALENT

- We bring in external support to help identify and attract talented female candidates.
- We are trialling the removal of identifiable diversity data and removing gender bias language from our recruitment literature.
- We provide learning and development opportunities for colleagues through a range of People Academy courses and in 2019 are providing unconscious bias training for all staff.

TRANSFORMING WOMEN'S AND GIRLS' CRICKET

Our new game-wide strategy for 2020-2024, Inspiring Generations, includes plans to:

- Invest at least £20m into women's and girls' cricket by the end of 2021, with an ambition to invest £50m by 2024
- Focus investment on improving club facilities and creating welcoming environments in clubs
- Develop talented female cricketers within centres of excellence across the country, playing both T20 and 50-over formats
- Invest in girls' county age group cricket
- Deliver a girls' secondary school programme
- Broaden cricket's appeal through the development of a new competition, launching in 2020, with both women's and men's teams

LEADING BY EXAMPLE



“Personally and professionally, I’ve never been more excited about a five-year period in cricket. In my new role as Managing Director of Women’s Cricket, I’m accountable for ECB’s strategic priority to transform women’s and girls’ cricket, far and away our biggest growth opportunity. The future health of cricket requires as much of the population as possible to love our game – to engage families, grow participation, and generally thrive.”

“To maximise our chances of achieving the transformation we are looking for, it is down to us at ECB to lead by example and ensure our governance, leadership and workforce reflect our growing audience. Having been at ECB for over 10 years, I’m enthused about the direction of the organisation in this regard. We are putting clear steps in place to identify and empower female talent, and to create a diverse and inclusive team.”

CLARE CONNOR

Former England cricket captain and
ECB Managing Director of Women’s Cricket



“I have had some great opportunities at ECB in different roles: Media Manager to the England Women’s team, working on the ICC Women’s World Cup in 2017 and then in the strategy team supporting our plans to engage more South Asian audiences in cricket. Now I am heading up the delivery of a new 100-ball elite level women’s competition, which is one of the biggest and most exciting opportunities we’ve had to attract women and girls in the sport.”

“The RISE programme was really helpful, bringing together female colleagues from across the business. The course looked at how to maximise your strengths with practical strategies to build confidence and take charge of your career.”

BETH BARRETT-WILD

Head of Women’s Hundred Competition