

INTRODUCTION

Overall, MCC continues to have a higher number of male staff than female staff, maintaining a gender split of two-thirds male to one-third female, however, the workforce moved towards greater female representation for the first time with a 3% increase on the previous year.

Whilst MCC's Gender Pay Gap has increased since the previous year, the Club has a small gender pay gap, in comparison to similar organisations, well below the national average.

PAY GAP

The tables below show MCC's mean (average) and median (middle) pay gap for hourly pay and bonus as at 5 April 2023 (**Snapshot Date**).

	MEAN AVERAGE	MEDIAN MIDDLE
Hourly Pay	9.17% (2022: 6.21%) ↑	9.37% (2022: 7.86%) ↑

Mean gender pay gap

The mean gender pay gap increased from 6.21% to 9.17%. This can be ascribed to three factors: 1) the overall increase in the number of staff, including casual workers, 2) more junior salaried roles being filled by proportionally more women than the Club-wide average, and 3) the departure of two senior female employees, one of whom was replaced via an internal promotion within the organisation rather than a new hire.

Given MCC's size as an organisation, it is important to note that even minor structural changes can lead to significant shifts in its annual reporting outcomes.

Median gender pay gap

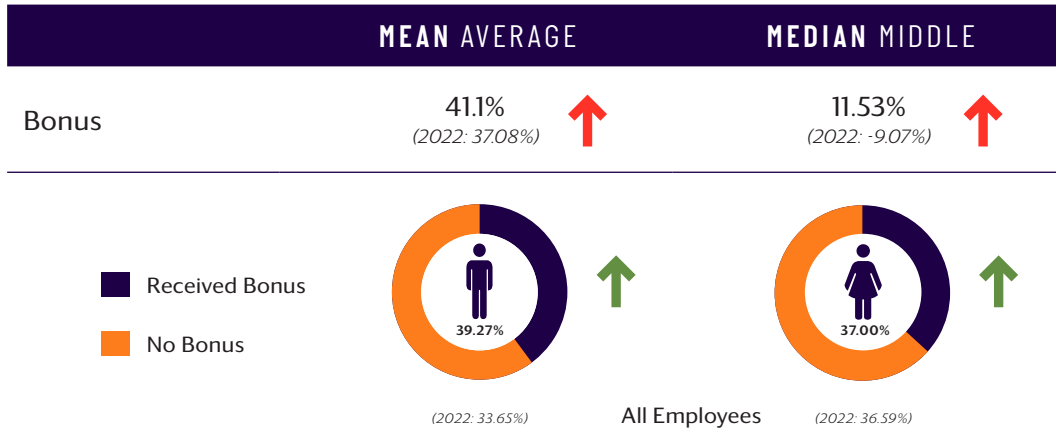
MCC's median pay gap also increased, from 7.86% to 9.37% in favour of male employees. The Club attributes this rise to its increase in workforce, most notably the engagement of 113 new casual workers.

National Average comparison

MCC's mean and median gender pay gap continues to be better than the National Average. The ONS reports that among all employees the national average gender pay gap in April 2023 was 14.3% (median) and 13.2% (mean).

BONUS GAP

Details for bonuses for employees relate to a 12-month period from 6 April 2022 to 5 April 2023 (inclusive) and are set out below.



Mean and median bonus gap

MCC's mean bonus gap increased in line with headcount, with an approximately 50% increase in those receiving bonuses for both males and females.

The proportion of males and females receiving a bonus is very similar, with slightly more male employees receiving a bonus than their female colleagues.

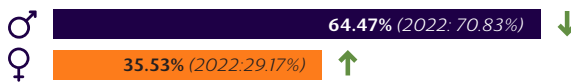
PAY QUANTILES

At the Snapshot Date, MCC had 607 members of staff, with an overall gender split of 63% male and 37% female. The below illustrates our gender distribution, across four equally sized groups.

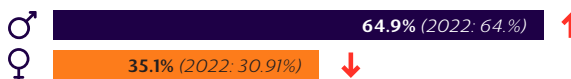
UPPER QUANTILE



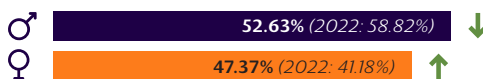
UPPER MIDDLE QUANTILE



LOWER MIDDLE QUANTILE



LOWER QUANTILE



WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

MCC is committed to addressing disparities and to eliminate its gender pay gap by enhancing workforce diversity at every level.

Outlined below are the measures MCC has so far implemented to advance gender diversity and its future strategies.



TRAINING AND DEVELOPMENT

MCC continues to prioritise training and development, as well as investing in equality, diversity and inclusion education for all staff to ensure that the message of fair treatment and access to opportunities is understood and applied across the organisation.

Actions MCC has taken:

- promoting and facilitating diversity and inclusion training for all staff as well as a specialised Inclusive Leadership Programme for its committees, Executive Management Board and Heads of Department;
- ensuring all staff attend Show Racism the Red Card training programme; and
- implementing a Training and Development Allowance Policy for its salaried staff to encourage all staff to improve their skills, qualifications, and develop their prospects for onward career professional.



RECRUITMENT

MCC understands the many benefits to the business of having a diverse workforce and recruiting from the widest talent pool of candidates.

Actions MCC has taken:

- promoting available roles via female-friendly networks and websites; and
- launching a successful casual worker referral scheme as another avenue to attract diverse talent.



POLICIES AND PROCEDURES

MCC regularly reviews its policies, procedures and practices to ensure that they promote equality and inclusiveness for all.



SUPPORTING PARENTS AND CARERS

MCC understands and appreciates the additional demands placed on employees with caring responsibilities of all types.

Actions MCC has taken:

- promoting flexible working and other agile working practices in accordance with its Hybrid Working Policy; and
- offering generous paid maternity, paternity and adoption pay.



WELLBEING

MCC continues to prioritise the wellbeing of its employees.

Actions MCC has taken:

- employing a Human Resources & Wellbeing Manager with part of their role dedicated to employee wellbeing;
- holding two employee wellbeing months per year offering events which focus on health, fitness, relaxation, nutrition, physical mental and financial support;
- continuing to promote its on-site gym for employees; and
- running a monthly breakfast event for employees aimed at facilitating an opportunity for employees to reconnect.

WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP? CONTINUED



CRICKET

MCC remains focused on highlighting the ongoing achievements of women in cricket and to promote access to cricket for all, especially young girls.

Actions taken and results MCC has seen during the last reporting period include:

- women's cricket featured in 12 match days at Lord's during 2023, including an Ashes fixture and a first Charlotte Edwards Cup match;
- Lord's once again, broke the attendance for a home bilateral England Women's fixture with 21,610 watching Heather Knight's side defeat Australia;
- maintained strong female participation in after school community cricket programmes with 56% male/44% female participants; and
- announced a groundbreaking partnership alongside ECB to invest in the MCC Foundation to grow the National Hubs Programme from 77 to 150 Hubs over the next two years and increase the percentage of female Hub players from 30% to 50%.

MCC recognises that fostering an inclusive workplace culture is essential for achieving diversity throughout all organisational tiers. With confidence in the strategies outlined in this report and ongoing dialogues within the Club, MCC believes these initiatives will aid in reducing its gender pay gap and cultivate a more equitable workforce.

I, Guy Lavender, Chief Executive & Secretary, confirm that the information in this statement is accurate.

G. W. Lavender

G.W. Lavender Chief Executive & Secretary