

Gender Pay Report

As a responsible employer and a Club with strong links to the local community, we are committed to treating all our employees equally and fairly, providing opportunities where both women and men can develop their careers. This is reflected in the Club's Equity Policy which is also included on the Club's website.

The Table below shows the payroll data generated using prescribed criteria as specified by the government as at the snapshot date 5 April 2020:

MEAN GENDER PAY GAP	27.3%
MEDIAN GENDER PAY GAP	13.6%
MEAN BONUS GENDER PAY GAP	48.4%
MEDIAN BONUS GENDER PAY GAP	23.2%
PROPORTION OF MALES RECEIVING A BONUS PAYMENT	82.2%
PROPORTION OF FEMALES RECEIVING A BONUS PAYMENT	85.7%
PROPORTION OF MALES IN UPPER QUARTILE	80.9%
PROPORTION OF FEMALES IN UPPER QUARTILE	19.1%
PROPORTION OF MALES IN UPPER MIDDLE QUARTILE	60.5%
PROPORTION OF FEMALES IN UPPER MIDDLE QUARTILE	39.5%
PROPORTION OF MALES IN LOWER MIDDLE QUARTILE	62.8%
PROPORTION OF FEMALES IN LOWER MIDDLE QUARTILE	37.2%
PROPORTION OF MALES IN LOWER QUARTILE	53.5%
PROPORTION OF FEMALES IN LOWER QUARTILE	46.5%

Across the business as at April 2020 64% of roles are taken by males and 36% are taken by females which is partly a reflection of professional cricket being a male dominated sport (albeit this is slowly starting to change as the popularity of the women's game grows). The data shows there is a gender pay imbalance within the Club, although this is distorted by the full time cricketers and coaches (currently all male), a group where there is a disproportionate number of higher earners. If they are removed from the calculations, the mean pay gap reduces significantly and is on a par with the national average.

The Club's overall Mean Gender Pay Gap (generally seen as the key benchmark) has increased from 23.6% to 27.3% compared with the previous report (April 2018). There is a significant reduction in the number of relevant employees between the two reporting periods due to internal restructure and also the furlough scheme. The previous report included a large proportion of employees on variable hours who are all furloughed at April 2020. The change in mix of employee within this report impacts the average hourly rates, although both male and female average hourly have continued to increase since last reported.

A pay gap is expected due to the nature of the business and the impact of certain male and female dominant departments having inherently different pay structures. For example, Finance is a female dominated environment and whilst salaries paid are in line with the market place they are less than say ground & maintenance which are male dominated environments where market rates are higher. When there is a mix of male and female employees in a department, salaries are comparable. More specifically, staff fulfilling the same roles are paid equally irrespective of their gender.

The proportion of each gender receiving bonuses has changed dramatically from 43%:37% in 2018 to 82%:86% in 2020. The majority of employees shared in the success of 2019 which included the Cricket World Cup and an Ashes Test match.

In conclusion, there is a good mix of male and female employees at all levels across the business. Changes within the Executive Team have resulted in a more gender balanced team and this continues throughout the non-playing structure.