

Why is MCC collecting diversity and equality data?

MCC is committed to the Equality Act 2010 (the **Act**) and to promoting equal opportunities and prohibiting any unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation.

Monitoring equality data is an essential tool to ensure MCC fully complies with the Act. In addition, this will help MCC support the England & Wales Cricket Board's Action Plan to tackle racism and promote inclusion and diversity at all levels of the game.

Therefore, MCC is asking all members of its committees the questions set out below to ensure that it is doing everything it can to celebrate the differences and experiences you may bring to the committee/s on which you are serving and MCC and Lord's.

Is completion of this form voluntary?

Yes. The Club would like you to share as much information as you feel comfortable with. You can also answer 'prefer not to say' to any question you're not comfortable with.

What will you use my responses for?

MCC collects and retains your diversity data for the purposes of its diversity data statistics and monitoring trends. It will be used to generate statistical data so that MCC knows whether its diversity efforts are working.

Diversity data will not be published in a way that allows any individuals to be identified.

Will my responses be kept confidential?

Yes. All responses will be kept strictly confidential. Access to any diversity data collected as part of the completion of this form will be limited to MCC employees involved in the processing, monitoring and reporting of this information.

Will my responses be shared with anyone?

No. Your responses to any questions in this form will never be disclosed to any third party.

Will MCC be able to identify me from my responses?

Only if you provide your explicit consent for MCC to process your diversity data.

Will there be any adverse consequences if I do not provide my consent?

No.

How will you process my responses in accordance with data protection legislation?

Any personal information, including special category data, provided by you shall be processed in accordance with MCC's Privacy Notice, which may be viewed at www.lords.org/privacynotice, and data protection legislation.

In addition, MCC requests your explicit consent to hold and process your responses to the questions in this Section B of the form as part of your role as a member of one of MCC's committees.

Your consent may be withdrawn at any time by contacting the office of the Membership Director at dataprotection@mcc.org.uk.

How long will you retain my diversity data if I do consent?

The Club will store your diversity data securely and keep it for (i) no longer than is necessary to monitor trends and the diverse makeup of the members of the Club's committees. Following completion of your role as a member of one of MCC's committees, MCC will retain the diversity data in anonymised form only; and (ii) as long as MCC has your explicit consent to hold and process this data; and (iii) you remain a Member of MCC. Access to stored data will be restricted to employees involved in the processing, monitoring and reporting of this data.