



GENDER PAY GAP

Report 2018-19

Introduction

The Roundhouse sees the sharing of the Gender Pay Gap report as part of having a meaningful conversation with our employees about diversity and inclusion and more generally we welcome this government initiative as we believe it will increase transparency, prompt questions to be asked and facilitate actions to be taken.

We recognise that gender diversity extends beyond the binary of male and female. For the purposes of this report, our gender pay gap is calculated using the approach required by the government's regulations, which compares the pay of males and females as the gender pay gap reflects the inequalities and discrimination in the labour market.

In the results below you will see that the headlines are broadly positive, certainly compared to national averages. However, we continue to recognise that there are areas we need to concentrate on particularly around continuing to encourage more women into technical roles and understanding what we can do to encourage more proportionality at the lower pay levels. Over the forthcoming year we are reviewing our recruitment strategies particularly for lower paid and casual roles and will be developing our entry level workforce strategy to support people from diverse backgrounds entering the sector. We will continue to offer technical apprenticeships, which have been very successful in encouraging more women into this area and intend to build on this through the recruitment of apprenticeships across other areas of the Roundhouse.

The Roundhouse has been working hard over the last year to develop, review and embed its wider inclusion strategy. From our workforce, to our volunteers, our young people engaged in our programmes, what's on our stage as well as our audience that experiences our work and enjoy our venue, diversity is at the heart of what we do at the Roundhouse and inclusion is embedded in our values. We will continue to hold a mirror up to what we do to ensure we reflect the society and community we live in and our planned Campus building will be home to the next generation of budding entrepreneurs and creative talent from all backgrounds.

Marcus Davey
Artistic Director and Chief Executive, Roundhouse

What is the Gender Pay Gap?

A gender pay gap is the measure of the difference in the average pay of men and women – regardless of their nature of work - across the entire charity. It is different from an equal pay comparison which would involve direct comparison of people or groups of people carrying out the same or similar work. At the Roundhouse people in the same role whether they are men or women are paid the same.

How has the Roundhouse calculated its Gender Pay Gap?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire workforce at the snapshot date. This covered the data for 256 individuals and across many different roles that bring a variety of rates of pay. From this we have calculated the Median and Mean pay between male and female employees.

- **Calculating Median Pay**

Imagine a picture where all our female employees stood next to each other in one line in order of lowest hourly rate of pay to highest and imagine the same picture where all our male employees did the same. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

- **Calculating Mean Pay**

The other measure is the mean gender pay gap, which shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

How has the Roundhouse calculated Pay Quartiles?

In addition to the above, we also need to share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the charity from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

What is included in our calculation?

Calculations of mean and median pay and of quartile pay bands are based on ordinary pay data from April 2017 only. Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

Our Results

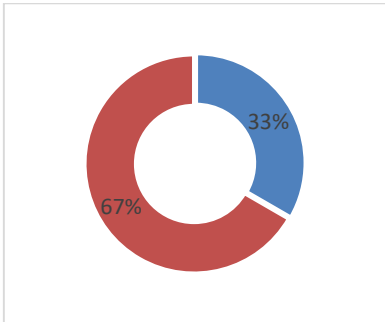
Pay – Difference between men and women hourly pay rates

	<u>Roundhouse</u>	<u>UK</u>
Median	7%	17%
Mean	7%	18%

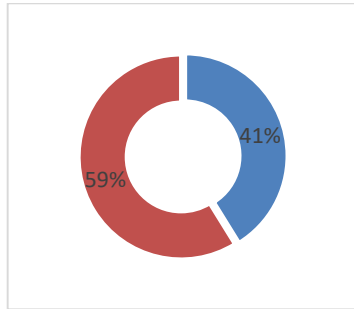
Pay – Quartiles

● Female ● Male

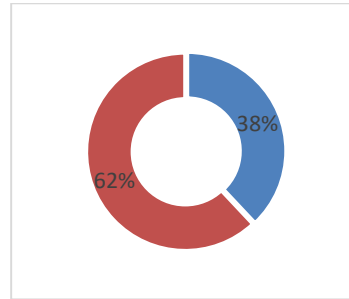
Lower Quartile



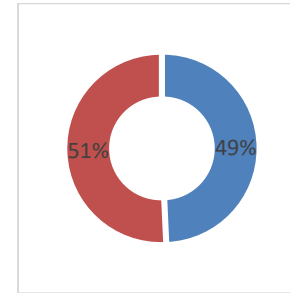
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Details behind the data

Out of the 256 Roundhouse employees 59% were women and 41% men (2018 60% women and 40% men)

Women made up a higher proportion of the overall numbers in every quartile (see above). As with many organisations, and the economy as whole, a higher proportion of our most junior/lowest paid jobs, 67%, are covered by women. However, contrary to national averages a higher proportion of our senior/highest paid roles, 56% across the top two quartiles, are filled by women.

Beneath these headline numbers there are variations in the proportions in different functional areas and our pay ranges differ by function as well as job level meaning that the gender split between functions also has an effect. An illustration of this is the comparison of our Marketing & Ticketing Services and Technical teams which has 89% and 17% female to male ratio respectively, not untypical of the sector. Where there are variations in market rates of pay between functions this can contribute to the gender pay gap. How we look to address this gender balance across functions is of course the key question.

The gender pay calculations also cover other pay elements. One example being premiums paid for overnight working. This impacts our overall pay gap as currently those fulfilling those roles (primarily in the technical area) are mainly men.

Overview Analysis

In summary our analysis shows that we have a good gender balance across the organisation and have a very strong representation of women in senior roles. However there is still a Gender Pay Gap, the main drivers for this being:

- The higher proportion of men in technical and IT Roles which, relatively to other roles, attract higher levels of hourly pay and/or shift premiums.

It is important to stress that men and women in the technical area are paid exactly the same rates for the same roles – this point is about the balance between men and women fulfilling the roles.

- The higher proportion of women in the lowest pay quartile

Actions we are taking

1. Look at what we can do to attract more women to consider technical roles here at the Roundhouse
2. Understand more about why there is a higher proportion of women in the most junior/lowest paid roles

Useful Resources

ACAS guidance on Gender Pay Gap Reporting provides a full description of the reporting requirements, the distinction between Gender Pay Reporting and equal pay and links to useful communication materials:

www.acas.org.uk/genderpay

The UK's leading charity campaigning for gender equality and women's rights:

www.fawcettsociety.org.uk/

As Director of Finance and Business Resources I can confirm that the data reported is accurate

Michael Dixon