



Introduction

Gender Pay Gap data measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

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 has increased transparency and prompted questions to be asked and 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.

The reported figures this year show a mean gender pay gap of 3.6% which compares favourably to the national average of 15.5% (National Office of Statistics' Annual Survey of Hours and Earnings 2020).

However, like many UK employers, The Roundhouse was significantly impacted by COVID-19 and consequently the vast majority of our employees (more than 80%) were furloughed under the Coronavirus Job Retention Scheme (CJRS) on the snapshot reporting date of 5th April 2020. Because those on furlough are not included in the headline calculations this has had a significant effect on our earnings information for this year. These headline numbers therefore are unlikely to be truly reflective of the situation.

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.

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. At the snapshot date there were 336 individuals on our payroll. However, following the official guide lines only 64 people from this total were included in the calculation of 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 2020 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.

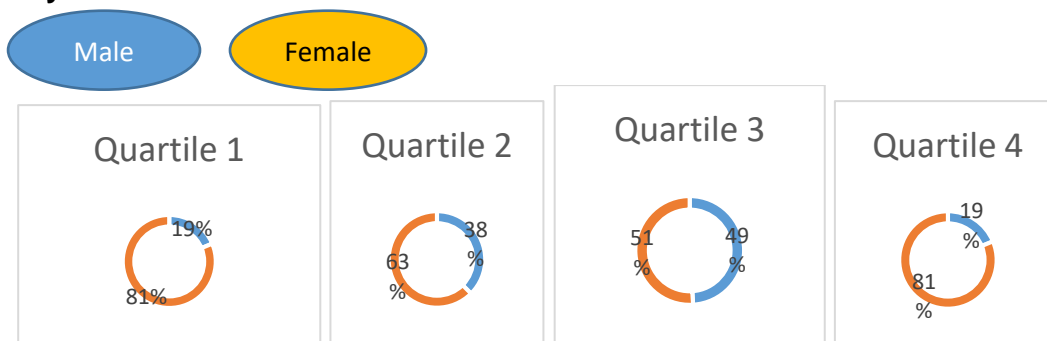


Our Results

Pay - Difference between men and women hourly pay rates

	Roundhouse	UK
Median	3.6%	15%
Mean	-3.0%	

Pay – Quartiles



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, 81%, are covered by women.

However, contrary to national averages a higher proportion of our senior/highest paid roles, 71% across the top two quartiles, are filled by women.

Overview Analysis

In summary our analysis shows that we have a female 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 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 Planning I can confirm that the data reported is accurate Michael Dixon