

ROUNDHOUSE

INTRODUCTION

Since 2017, it has been mandatory for organisations with more than 250 employees to report on their Gender Pay Gap (GPG). As part of our ongoing ED&I commitments we have also made the commitment to publicly report on our Ethnicity Pay Gap (EPG) - this report looks at the workforce data from April 2023.

Pay Gap reporting is distinct from equal pay, which is about ensuring that men and women or people of different ethnicities are paid the same for doing the same role, which is the case for all our roles at the Roundhouse.

Each year, we see small shifts in our data, in both directions, but we've not seen significant or sustained changes. This is something that takes time but we're committed to delivering targeted projects that will help us achieve this change. These reports are one part of being transparent and accountable in order to effect meaningful change.

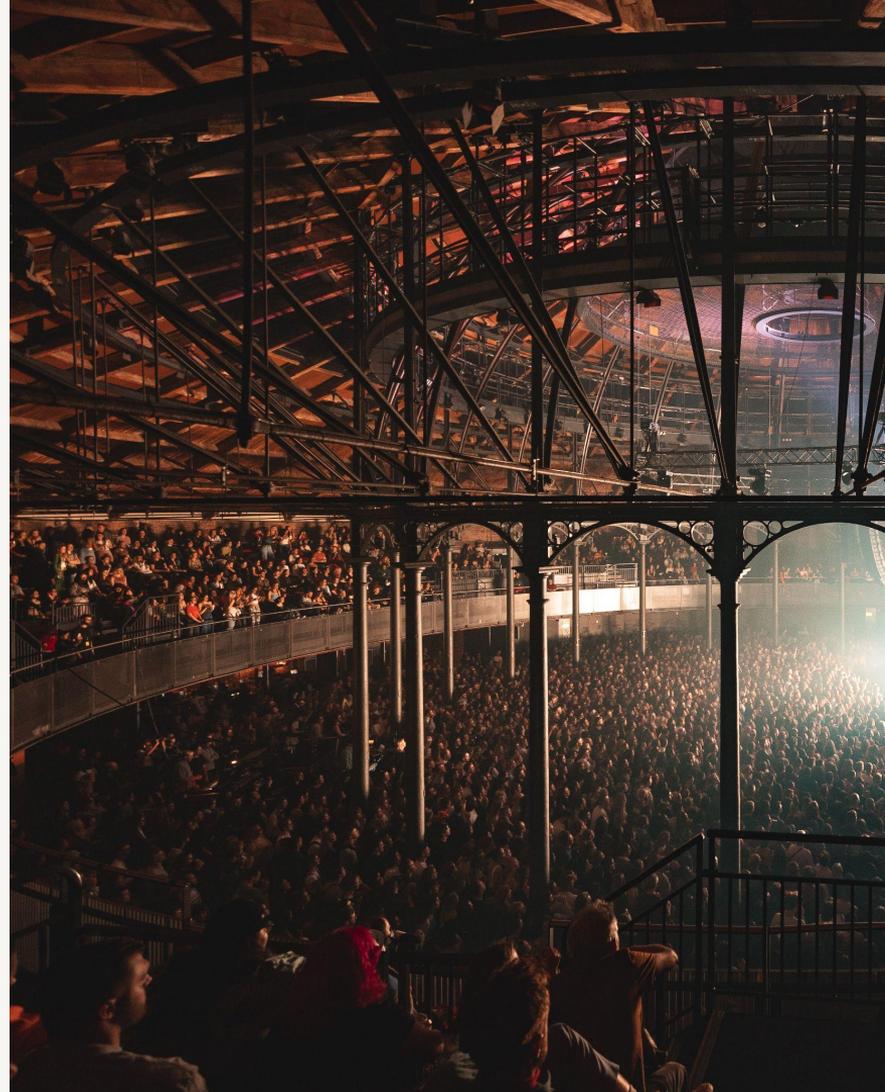
Marcus Davey, CBE
CEO and Artistic Director
Roundhouse



CALCULATING PAY GAPS

Calculating Mean Pay – this shows the difference in average hourly rate of pay between two different groups of employees, for example males and females.

Calculating Median Pay – imagine a picture where all our employees from one group stood next to each other in one line in order of lowest hourly rate of pay to highest, the median pay gap is the difference in pay between the employees in the middle of each line. The median wage is generally considered to be a more accurate reflection of the 'average' wage because it discounts the extremes at either end of the scale.



GENDER PAY GAP



GENDER PAY GAP

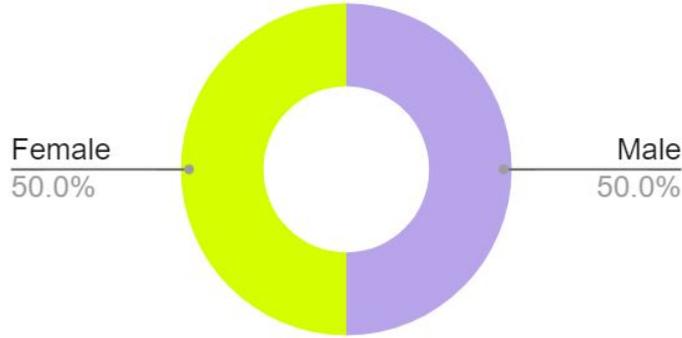
	Total	Permanent	Casuals
Mean	8%	6%	7%
Median	4%	-2%	0%

This data is for 277 staff including 161 women and 116 men. Since we last looked at this data, the staff team has grown from 236 staff. We recognise the limitations of reporting in the binary of male and female but this is the requirement for this piece of work.

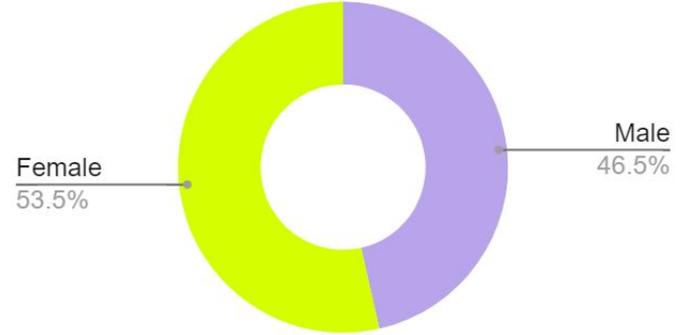
Where it is a positive number, it is in favour of male colleagues, where it is negative it is in favour of women. The national Mean is 7.8% and the Median is 6.7%.

GENDER PAY GAP

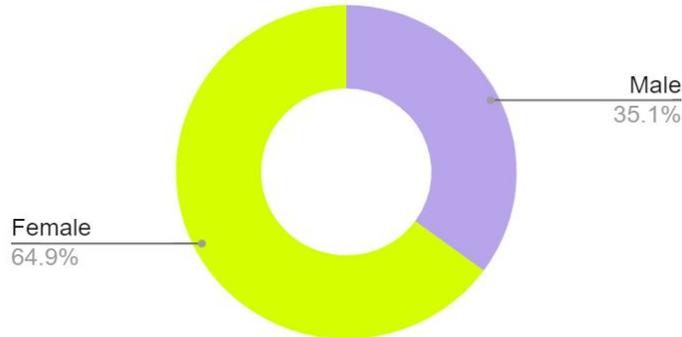
Upper Hourly Pay Quartile



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile



GENDER PAY GAP

COMPARISON WITH 2022

In 2022, the mean was 6.6% and the median was 4.5%; so we have seen a slight increase in the mean GPG but a reduction in the median GPG for the whole staff team. GPG has improved for permanent staff under both measures.

WHAT IMPACTS THE CHANGE?

Whilst we have good representation of women in senior roles, there is a high proportion of women in the lowest two quartiles.

Technical roles that are paid a lot of overtime are mainly held by male employees.

HOW ARE WE DRIVING CHANGE?

As well as our annual successful Technical Apprenticeship scheme, we joined a consortium of venues to launch the Technical Academy which looks to address underrepresentation in technical roles. In 2024, 25 people joined the three-week training programme, 52% were female or non-binary.



ETHNICITY PAY GAP



ETHNICITY PAY GAP

	Total	Permanent	Casuals
Mean	10%	4%	11%
Median	7%	2%	0%

This data is for 277 staff which includes 181 white staff and 96 from the Global Majority.

Where this is a positive number, it is favour of white colleagues, where it is zero, it is equal.

ETHNICITY PAY GAP

Upper Hourly Pay Quartile

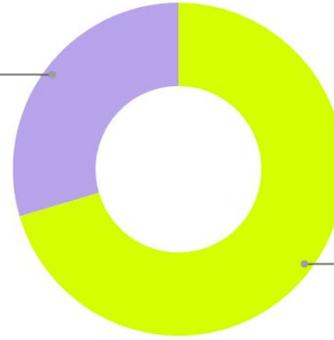
Global Majority
24.2%



White
75.8%

Upper Middle Hourly Pay Quartile

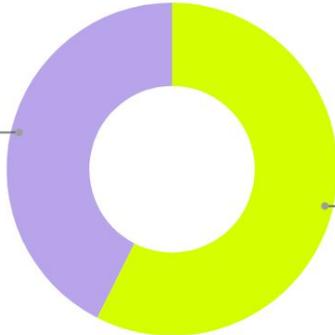
Global Majo...
29.6%



White
70.4%

Lower Middle Hourly Pay Quartile

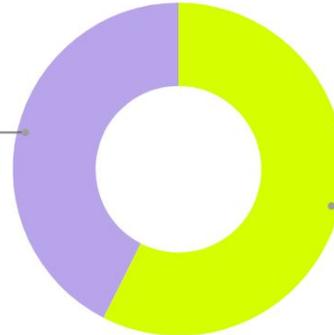
Global Majo...
42.5%



White
57.5%

Lower Hourly Pay Quartile

Global Majo...
42.5%



White
57.5%



ETHNICITY PAY GAP

COMPARISON WITH 2022

In 2022, the mean and median were 3% and 5% respectively, so we have seen a slight increase in the overall EPG.

WHAT IMPACTS THE CHANGE?

Roles at the middle management level are largely held by white colleagues which has the biggest impact on our EPG.

HOW ARE WE DRIVING CHANGE?

By 2026, 40% of our workforce will be from the Global Majority and by 2030, this will be 46% (in line with the latest census).

We're also aiming to increase Global Majority staff in management positions by 10% by 2026. One way we're doing this is through our learning and development, improving staff progression routes in middle-management roles.



thank you

