

ROUNDHOUSE

Gender & Ethnicity Pay Gap Report

April 2024



At the Roundhouse we welcome the sharing of this Gender Pay Gap (GPG) and Ethnicity Pay Gap (EPG) report. Equity, diversity and inclusion is central to our work – and so we are once again going further than what are the mandatory requirements by reporting on our EPG.

The report shows the detail but it is pleasing that we consistently remain ahead of the national GPG. Each year, however, there are shifts in our data. This year our GPG data has remained consistent at 4.2%, but we've seen improvements in our EPG down from 7% to 4.2% suggesting we are continuing to head in the right direction, and at a good pace.

This change takes time but we are committed to delivering targeted projects that will effect change. Through these reports we are being transparent and accountable in order to effect meaningful change.

**Marcus Davey, CBE
CEO and Artistic Director
Roundhouse**



Terminology



TERMINOLOGY

This section provides definitions to the terminology used in this report

EQUAL PAY

Pay gap reporting is distinct from equal pay. The 'pay gap' is the difference in average earnings between women and men or people of different ethnicities. 'Equal pay' 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 respective roles at the Roundhouse

CALCULATING MEAN PAY

This is the difference in average hourly rate of pay between two different groups of employees, in the case of this report women and men and white and global majority

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.

TERMINOLOGY

GLOBAL MAJORITY

A collective term that refers to people who are Black, African, Asian, Brown, dual-heritage, indigenous to the global south or have been racialised as 'ethnic minorities'. Globally these groups currently represent approximately 80% percent of the world's population

QUARTILES

Values that divide the distribution of pay into four equal parts. In this report, the first quartile is the highest paid band descending to the fourth quartile, which is the lowest

Other points of note in regards to the language used in this report include:

BONUSES

The Roundhouse does not pay any members of staff a bonus, so this report does not include bonuses

NATIONAL ETHNICITY PAY GAP

Unlike the GPG, it is not mandatory to report EPG. This means that we do not have an official national statistic with which to compare our EPG

DATE RANGE

This report looks at the workforce data from 5 April 2024

BINARY REPORTING

We recognise the limitations of reporting in the binary of male and female, but it is the government requirement for this report

Gender pay gap



GENDER PAY GAP

	Total	Permanent	Casuals
Mean	4.5%	6.3%	3.2%
Median	4.2%	0%	0%

Over the past year, the total number of staff at the Roundhouse has grown from 277 to 300. That represents an 8% increase in 12 months.

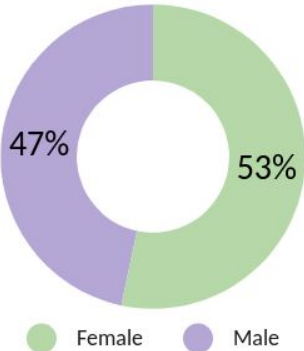
This data is for those 300 staff, which breaks down into 170 women (5.6% increase) and 130 men (12.1% increase).

Where the figure is a positive number, it is in favour of male colleagues, where it is negative it is in favour of women, where it is zero it is equal.

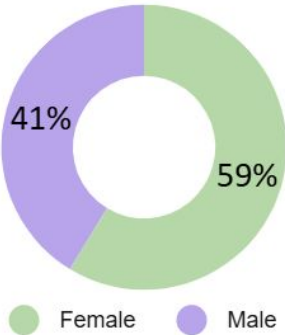
According to the ONS, among all UK employees, the gender pay gap has decreased from 14.2% in April 2023 down to 13.1% in April 2024.

GENDER PAY GAP

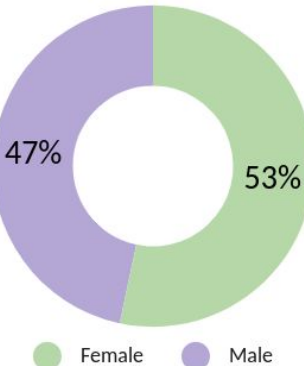
Upper Hourly Pay Quartile



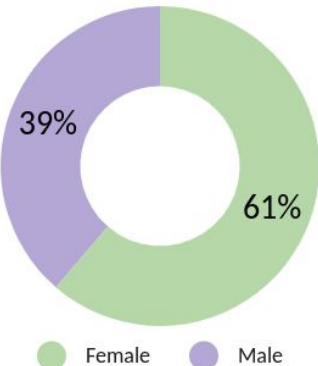
Lower Middle Hourly Pay Quartile



Upper Middle Hourly Pay Quartile



Lower Hourly Pay Quartile



GENDER PAY GAP

COMPARISON WITH 2023

The overall median GPG has remained the same at 4.2% with the mean GPG mean closing by 3.5% down from 8% to 4.5%.

The median GPG for our permanent members of staff increased by 2% up to 0% with the mean also increasing by 0.3% up to 6.3%.

For our casual members of staffs the median GPG remained at 0% with the mean GPG down from 7% to 3.2%.

WHY IS THERE A PAY GAP?

We have good representation of women across all roles including senior levels – but there are 20% more women across the lowest two quartiles than men.

GENDER PAY GAP

HOW ARE WE DRIVING CHANGE?

Roundhouse/Sadler's Wells apprentice scheme

Apprentices take on a similar role to our Venue Technicians but as trainees. They spend 18 months with us and Sadler's working a full-time week with the aim to ensure that when they finish the course they are at the same level as our full-time Venue Technicians. The current 2024/25 cohort is three months into the scheme. The 2023/24 cohort saw one of the apprentices becoming a full time member of the team.

Apprentice scheme process

The National College Creative Industries advertises and teaches Level 3 Creative Venue Technician Apprenticeship on our behalf. We were heavily involved in the recruitment process which saw two candidates selected – one male identifying and one female identifying and both identifying as Global majority. They began Level 3 Creative Venue Technician Apprenticeship in January 2025.

Tech Academy pilot programme with Southbank

This was a three-week programme, held in April, where 25 participants spent two days with the Roundhouse Tech & Production team learning technical skills. The second year of the Academy will include offering participants two weeks of shadow shifts plus the option of a mentor from the Tech & Production team. Final cohort of 25 identified as:

- 52% Global majority (target 50%)
- 60% female or non binary (target 30%)
- 88% on a low income
- 56% received free school meals
- 40% currently receiving government support
- 20% identified as neurodiverse

Ethnicity pay gap



ETHNICITY PAY GAP

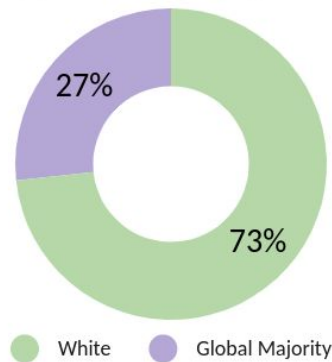
	Total	Permanent	Casuals
Mean	6.5%	6.6%	2%
Median	4.2%	0%	0%

This data is for 300 staff which includes 196 white staff and 104 global majority. The total numbers for both white and global majority staff have increased each by 8.3% since the last report.

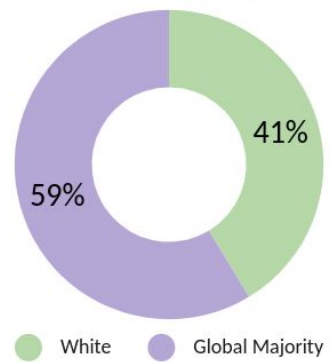
Where the figure is a positive number, it is in favour of white colleagues, where it is negative it is in favour of global majority, where it is zero it is equal.

ETHNICITY PAY GAP

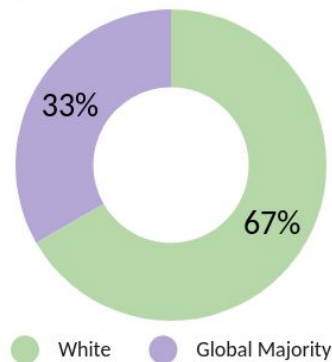
Upper Hourly Pay Quartile



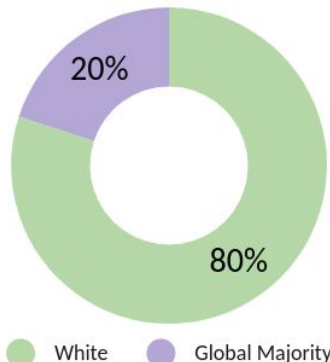
Lower Middle Hourly Pay Quartile



Upper Middle Hourly Pay Quartile



Lower Hourly Pay Quartile



ETHNICITY PAY GAP

COMPARISON WITH 2023

We have improved our median EPG for total staff by 2.8%. Our median EPG for casuals has remained equal while for permanent staff it has equalised, having been 2% in 2023.

We have improved our mean EPG across total staff and casuals – down from 10% to 6.5% and 11% to 2% respectively. Our mean EPG across permanent staff has increased by 2.2%.

WHY IS THERE A PAY GAP?

The biggest impact on our EPG is that global majority colleagues are very well represented in the third quartile at 59% yet underrepresented in the other three.

This report shows improvements in our EPG but also shows more are needed.

Currently 35% of Roundhouse colleagues are from the global majority. As a reminder, the Roundhouse is committed that by 2026, 40% of colleagues will be from the global majority and that 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.

ETHNICITY PAY GAP

HOW ARE WE DRIVING CHANGE?

The 2023 data outlined a need to address disparity in pay as roles at the middle management level are largely held by white colleagues. To ensure that we are actively striving to reduce this pay gap we have undertaken the following:

- Gathered staff demographic data over the past 12 months to identify where there is global majority under-representation within our workforce demographics
- Updated and strengthened both our Recruitment & Equality policies and added an implementation framework to ensure that it promotes best practice in our recruitment process
- As part of the process we have ensured that hiring staff are fully trained in inclusive recruitment methods. This means that all hiring staff understand our legal duties under the Equality Act 2010, including when and how to make reasonable adjustments and how to engage in effective positive action initiatives
- Providing work placements, apprenticeships and internships to people from the global majority
- Through our learning and development, we aim to improve all current staff progression routes into senior roles, either at the Roundhouse or externally. This includes providing coaching, mentoring and training to ensure we maintain a highly skilled workforce. We will also monitor and track initiative outcomes including staff protected characteristics

