

ROUNDHOUSE

The background of the slide is a photograph of the interior of the Roundhouse concert hall. The image shows a large, arched structure with a high ceiling and a stage area. A large crowd of people is visible in the foreground, and a stage with musical equipment and a performer is visible in the distance. The lighting is warm and atmospheric, with a purple tint overlaid on the left side of the image.

Gender & Ethnicity Pay Gap Report

April 2025





Equity, diversity and inclusion are central to all our work at the Roundhouse, from our youth programme to our gigs and events, to our staff. Each year, we report on not just our Gender Pay Gap (GPG), as is mandatory, but also our Ethnicity Pay Gap (EPG). For 2025, we have also included intersectional data for the first time, so that we can better understand the full picture.

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, and we pride ourselves on publishing these changes. This year the Roundhouse falls under the mandatory reporting criteria of 250 employees with 241 employees employed by the Roundhouse. However, we intend to continue with our normal reporting practices.

We are committed to delivering targeted projects that will effect change and ensure equity for all our staff members. 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

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. Therefore, this is the calculation most often quoted in regards to pay gap reporting.

EQUAL PAY

Pay gap reporting is distinct from equal pay. The 'pay gap' is the difference at the median (midpoint) earnings between all 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.

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 2025.

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	7.3%	6.4%	11.6%
Median	7.4%	0.0%	0.0%

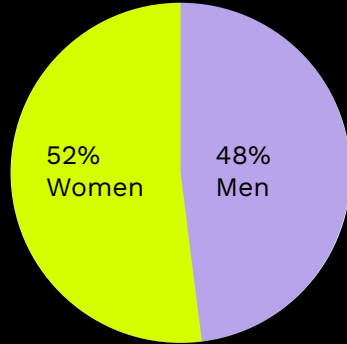
Due to the improved accuracy of our reporting for 2025, which used a single reporting cycle rather than a full month pay cycle to calculate the number of employees, the total number of staff in the report has decreased from 300 to 241.

This data is for those 241 staff, which breaks down into 137 women (24% decrease) and 104 men (20% decrease).

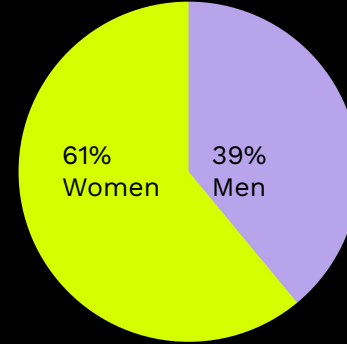
Where the GPG figure is a positive number, it is in favour of male colleagues, where it is negative it is in favour of women, where it is zero it is equal.

According to the ONS, among all UK employees, the gender pay gap has decreased from 13.1% in April 2024 down to 12.8% in April 2025.

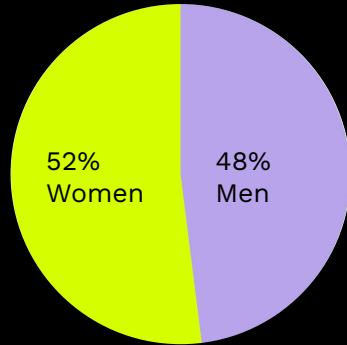
GENDER PAY GAP



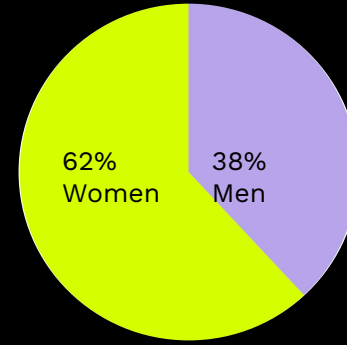
Upper Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Upper Middle Hourly Pay Quartile



Lower Hourly Pay Quartile

This slide represents the percentage of women colleagues and men colleagues in each quartile.

GENDER PAY GAP

COMPARISON WITH 2024

The overall median GPG has risen to 7.4% from 4.2% in 2024, with the mean GPG increasing by 2.8% (from 4.5% to 7.3%).

The median GPG for our permanent members of staff remained at 0.0% with the mean increasing by 0.1% to 6.4%.

For our casual members of staff the median GPG remained at 0.0% with the mean increasing from 3.2% to 11.6%.

WHY IS THERE A PAY GAP?

While the median for both permanent and casuals is 0.0%, when combined the overall median of 7.4%. This highlights a structural issue where women are over represented at the lower end of hourly rates.

This means that although we have good representation of women across all roles including senior levels, when permanent and casuals are combined to find the median, the concentration of lower-paid women pulls their median down, while the higher-paid permanent workers keep the men's median higher.

GENDER PAY GAP

HOW ARE WE DRIVING CHANGE?

Roundhouse Backstage Pass

In an effort to increase both the ethnicity and gender talent pathways into a mainly White male industry and begin to reduce the pay gap, the Roundhouse is piloting our own programme called Backstage Pass. This programme is a three-month training programme designed to help young people aged 18–25 gain hands-on experience and insight into the technical and backstage careers that power live music events. This is an entry-level project aimed at those who have foundational knowledge in the technical and production space.

By the end of the programme, the cohort will get to try out roles and find out exactly which technical areas they are most interested in exploring further. Each participant will produce their own live music showcase event and shadow working shifts in the Roundhouse Three Sixty Festival.

Roundhouse Backstage Pass - Demographics

This programme recruited 12 participants into the cohort spent one day a week with industry tutors and the Roundhouse Tech & Production team, learning backstage/technical skills and roles - specialising in sound, lighting and stage. The cohort identified as:

- 80% Global Majority
- 58% Female or non binary
- 10% Neurodiverse

GENDER PAY GAP

HOW ARE WE DRIVING CHANGE?

Introduction to Studio Engineering: For Women, Non-Binary and Trans People

In an industry with a historic gender imbalance, this introductory ten-week course has been designed for women, non-binary and trans people aged between 18-25 to feel confident and empowered to learn about the technical side of music-making. The course consisted of content delivery such as learning the fundamental engineering principles, followed by the opportunity to shadow sessions in our recording studios, and ended with a final, hands-on recording session in a professional recording studio.

The cohort identified as:

- 83% Female
- 17% Preferred to self-describe gender
- 50% Global Majority
- 25% Disabled

GENDER PAY GAP

HOW ARE WE DRIVING CHANGE?

Staff Networks

The work undertaken in partnership with our Balance Network has resulted in a significant extension of paid paternity leave. This policy change has extended paid paternity leave from 2 weeks to 6 weeks. By providing fathers with more substantial time for caregiving, the policy helps to equalise parental responsibilities.

The policy change signals our support for equitable parenting roles, which can positively influence workplace culture and combat biases that link primary caregiving responsibilities solely to women.

In addition, we held Lunch & Learn sessions to promote open conversations and inclusive leadership around menopause in the workplace. Perimenopause can begin as early as the late 30s, often affecting women during the prime of their careers. Our aim is to educate colleagues on the neurocognitive changes that impact core skills like memory, focus, and confidence. This early insight into the signs and symptoms that impact workplace performance give colleagues tools to support wellbeing.

Ethnicity Pay Gap



ETHNICITY PAY GAP

	Total	Permanent	Casuals
Mean	12.5%	7.6%	7.5%
Median	10.2%	6.4%	0.0%

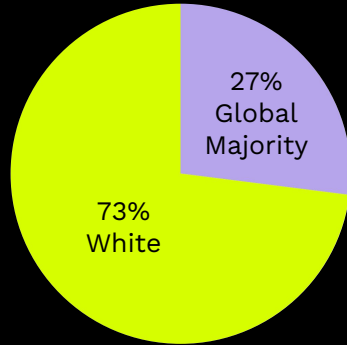
Due to the improved accuracy of our reporting for 2025, which used a single reporting cycle rather than a full month pay cycle to calculate the number of employees, the total number of staff in the report has decreased from 300 to 241.

This data is for 231 staff which includes 148 White staff and 83 Global Majority.

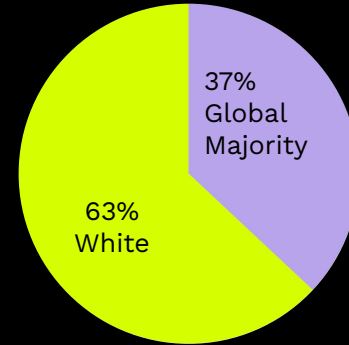
As 10 colleagues have declared *Prefer Not to Say* or are *Unknown*, we are unable to provide data on our full population.

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 colleagues, where it is zero it is equal.

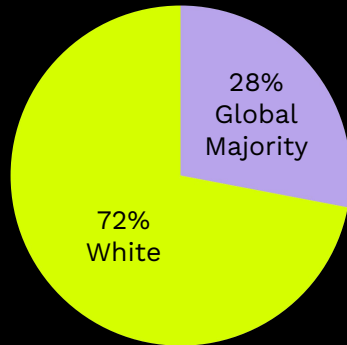
ETHNICITY PAY GAP



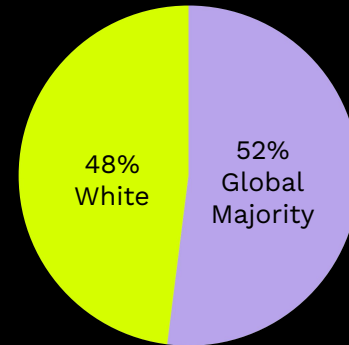
Upper Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Upper Middle Hourly Pay Quartile



Lower Hourly Pay Quartile

This slide represents the percentage of Global Majority colleagues and White colleagues in each quartile.

ETHNICITY PAY GAP

COMPARISON WITH 2024

Our median EPG for total staff has increased by 6.0%. Our median EPG for casuals has remained equal while for permanent staff it has increased to 6.4%, having been 0% in 2024.

Our mean EPG across total staff has risen from 6.5% to 12.5%, and increased by 1.6% to 7.6% for permanent staff and up by 5.6% to 7.5% for casual staff.

WHY IS THERE A PAY GAP?

While the median for casuals is 0.0%, it is 6.4% for permanent staff and when combined the overall median increases to 10.2%. This highlights a structural issue where Global Majority colleagues are over represented at the lower end of hourly rates.

This year the EPG widened due to a 6% decrease in representation of Global Majority colleagues in the second quartile, as well as a 4% decrease in the third quartile. In addition to this there is a 13% increase of Global Majority colleagues in the fourth quartile compared to 2024 reporting, which has resulted in a widening of our EPG.

Currently 36% of Roundhouse colleagues are from the Global Majority. The Roundhouse is committed that by 2028, 40% of colleagues will be from the Global Majority and that by 2030, this will be 46% (in line with the latest census).

INTERSECTIONAL DATA

Intersectionality

This is the first year we have reviewed the intersectionality of our data, comparing White Men to Global Majority Women, Men and White Women. We will continue to review and develop plans to close our gap.



Pay Gap compared to White Men

This graph is the pay gap between White Men and Global Majority Women (12.8%), and Global Majority Men (14.7%) and White Women (5.6%).

ETHNICITY PAY GAP

HOW ARE WE DRIVING CHANGE?

Whilst we're making strong progress to our 40% target in 2028, the balance of our current Global Majority population sits in the lower two quartiles and we'd like to see a better balance. To ensure that we are actively striving to reduce this pay gap we will undertake the following:

- Monitor the staff demographic data within the senior roles to identify where there is Global Majority under-representation within our workforce demographics with the aim to increase representation into the upper and upper middle quartiles.
- Track Global Majority recruitment, progression and retention levels within senior roles to ensure we are retaining and attracting talent from Global Majority.
- Provide entry position talent pathways into the industry through work placements, apprenticeships and internships to people from the Global Majority to enable pathways into permanent employment.
- Through our learning and development programme, 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.

