

**ROUNDHOUSE**

# INTRODUCTION

At the Roundhouse, our ED&I commitments are built into our business plan and values and there is widespread commitment across the organisation to ensure we reflect the society and community we live in.

Since 2017, it has been mandatory for organisations with more than 250 employees to report on their Gender Pay Gap (GPG) and as part of our further ED&I commitments we have also made the commitment to publicly report on our Ethnicity Pay Gap (EPG). 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 carrying out work of equal value.

We see these reports as one part of having a meaningful conversation with our employees about diversity and inclusion which increases transparency and prompts questions to be asked.

For the first time, we've combined both reports in this document so you can see the full picture when it comes to pay. This data gives a snapshot of the Roundhouse in April 2022 which we've shared alongside the steps we'll take to further reduce any gaps over the coming years.

Marcus Davey, CBE  
Artistic Director and Chief Executive  
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.

# GENDER PAY GAP



# GENDER PAY GAP

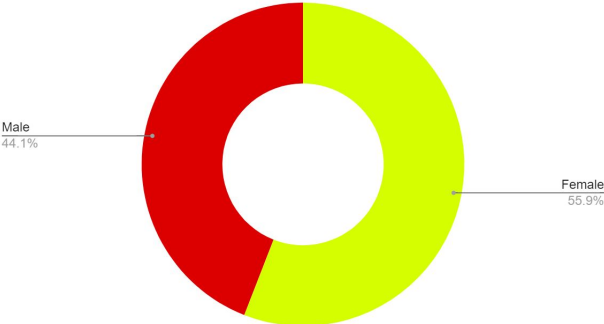
	Total	Permanent	Casuals
Mean	6.6%	10%	6%
Median	4.5%	3%	0%

This data is for 236 staff including 135 women and 101 men. 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.

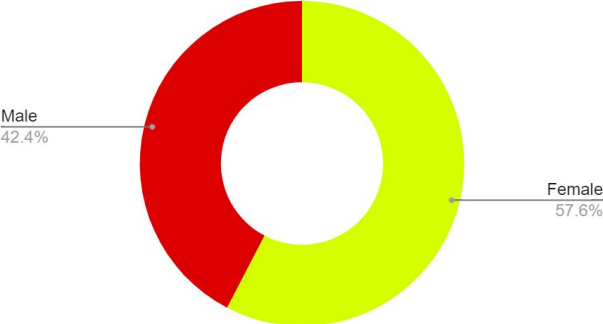
Due to impact of the pandemic, the last two years are not reflective of the normal state of the organisation, so the last comparable year is April 2020 where the mean and median were both 7%, meaning our GPG has narrowed.

# GENDER PAY GAP

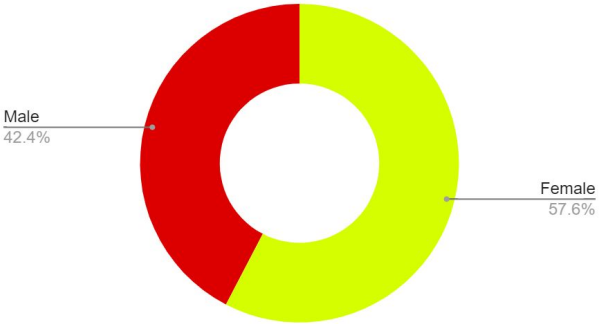
Upper Hourly Pay Quartile



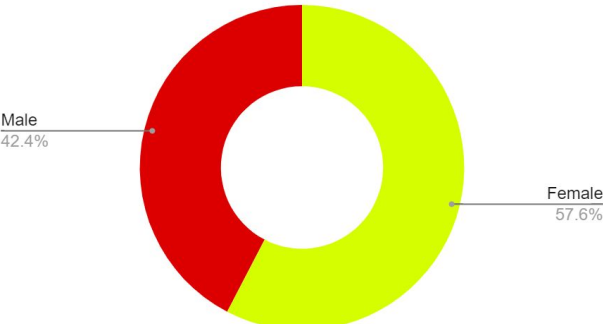
Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile



# GENDER PAY GAP

## What impacts the figures

Females represent a higher proportion of the workforce in all four quartiles of the organisation and women are more prevalent in the top two quartiles which shows a good representation of women in senior leadership roles.

The high proportion of women in the lowest two quartiles greatly impacts the mean and median, however, all roles are paid at least London Living Wage (LLW).

Roles in technical areas that are paid overtime due to overnight and holiday working, are mainly held by male employees.

## Driving change

We will increase representation from underrepresented groups, including women, within the technical and production workforce across all full time, part time, casual workers and apprenticeships.

We will also develop a clearer pipeline for staff into leadership roles within all areas of the organisation.

We will work in partnership with people across the industry to affect wider change.

# ETHNICITY PAY GAP





# ETHNICITY PAY GAP

	Total	Permanent	Casuals
Mean	3%	5%	3%
Median	5%	0%	0%

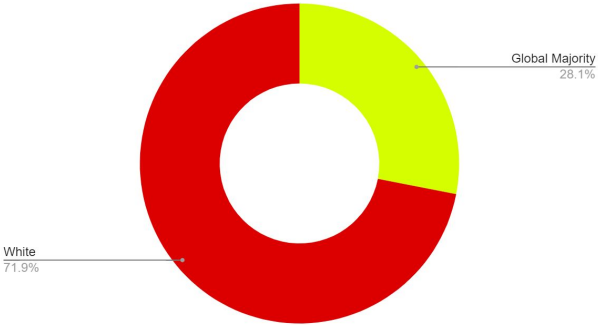
This data is for 229 staff including 159 white staff and 70 from the Global Majority. There are 7 staff who have selected ‘prefer not to say’ or the data is unknown in their monitoring form which means they’re not included.

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

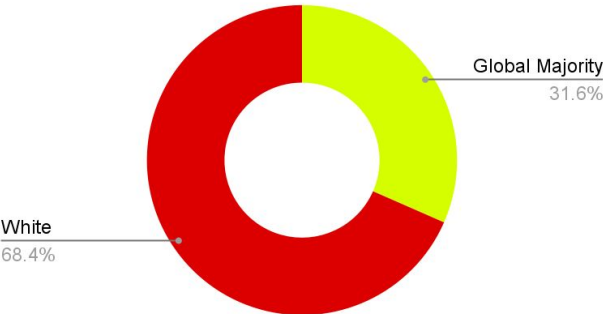
The data isn’t comparable to our previous report due to the nature of staffing during the pandemic (April 2021).

# ETHNICITY PAY GAP

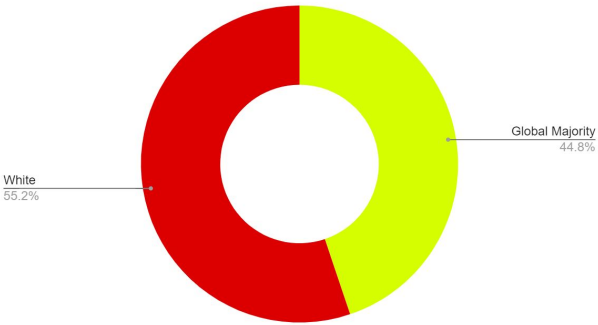
Upper Hourly Pay Quartile



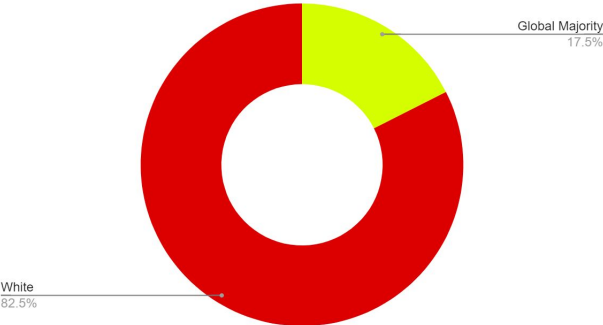
Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile



# ETHNICITY PAY GAP

## What impacts the figures

As of Feb 2023, 38% of the workforce is from the Global Majority (32% for permanent staff). This has increased over the last two years as we've built back the organisation.

Similarly to our GPG, the biggest impact on the mean and median pay levels is the staffing in the technical and production team, where the roles are largely held by white colleagues.

White colleagues also make up the largest proportion in the lowest two quartiles of pay, however, all staff are paid at least London Living Wage (LLW).

## Driving change

The conversation around EPG aligns with our broader ED&I commitments. By 2026, we're aiming for 40% of our workforce to be from the Global Majority, increasing to 46% by 2030.

In order to make a shift with our EPG we will particularly look to increase representation of Global Majority staff at manager level by 10% by 2026.

We'll encourage all staff to complete their personal data by outlining why this data is important.

# thank you

