

GENDER PAY GAP REPORT 2023/24

Our gender pay gap as at 5 April 2024 is below:

Our mean gender pay gap is 11% in favour of men. This is the difference between men's average hourly pay and women's average hourly pay by combining all salaries within the Company.

Our median gender pay gap is 4% in favour of men. This is the difference between the middle hourly pay of all men and the middle hourly pay of all women.

We don't have any mean and median bonus gender pay gap calculations, as this is not applicable to us.

Men and women's salaries were listed from highest to lowest and divided into four equal parts for higher and lower salaries. Our proportion of men and women in each pay quartile is:

	% of males	% of females
Lower quartile	38	62
Lower middle quartile	61	39
Upper middle quartile	28	72
Upper quartile	38	62

This shows that there are more women in our lower quartile (Cleaners, Catering Assistants, Box Office, Receptionists). Lower Middle Quartile shows a split in favour of Men, with Upper Middle Quartile showing a split in favour of women. The Upper Quartile is also split in a similar way – the absolute numbers for colleagues in these latter two categories is low and as such the percentages reflect this.

We consider the figures to be very positive when compared against other organisations and the UK average. Our men and women's salaries are spread equitably over all salary levels.

We are committed to equal pay for all team members and we use a job evaluation system to determine pay grades for most job roles to ensure a fair structure.