

GENDER PAY GAP REPORT 2018/19

Our gender pay gap as at 5 April 2019 is below:

Our mean gender pay gap is 1% 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 also 2% 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	39%	61%
Lower middle quartile	35%	65%
Upper middle quartile	52%	48%
Upper quartile	45%	55%

This shows that there are more women in our lower and lower middle quartiles (Cleaners, Catering Assistants, Box Office, Receptionists). However, Upper Middle Quartile is closely split and the Upper Quartile has a greater population of women.

We are pleased to report that our pay gap of 1% (mean average) and 2% (median) are relatively close with the gap closing on last year when the figures were 4% and 4% respectively. 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.