



**BIRMINGHAM
HIPPODROME**

Date of Report: 16 April 2018

GENDER PAY GAP REPORT FOR BIRMINGHAM HIPPODROME THEATRE TRUST LTD.

INTRODUCTION

Birmingham Hippodrome Theatre Trust Ltd (BH TT), including trading subsidiary Birmingham Hippodrome Ltd, is required by law to publish an annual Gender Pay Gap report. This report is for the financial year April 2017 to March 2018, and includes all permanent and casual staff. All earnings have been pro-rated to hourly rates to enable comparisons. Only staff employed on 31 March 2018 were counted.

Male: 179 employees (2016/17: 130) made up of 116 employed on a casual basis (2016/17: 79) and 63 on a permanent basis (2016/17: 51).

Female: 182 employees (2016/17: 173) made up of 122 employees on a casual basis (2016/17: 114) and 60 on a permanent basis (2016/17: 59).

Our gender pay gap figures are dependent on the number of casual staff on the payroll at the time the snapshot is taken. Due to the nature of our business casual staff levels can vary considerably throughout the year depending on requirements around specific shows. At the time the data was calculated for this report we had 45 more casual staff compared to 2016/17. 66% of our workforce works for us on a casual basis. Therefore, in the future we anticipate our gender pay gap figure to be erratic as it will depend on the number of casual staff in the business at the time of the calculation of data on 31 March each year.

OUR GENDER PAY GAP

Mean gender pay gap	8.1%
Median gender pay gap	0.9%

Earnings by Salary Quartiles: quartiles have been chosen to show the four distinct quartiles within our business.

<u>Salary Quartile</u>	<u>Male</u>	<u>Female</u>
£15.34 per hour or more	53%	47%
£12.27 to £15.33	56%	44%
£9.20 to £12.26	58%	42%
Less than £9.20	36%	64%

Bonus gender pay gap was 17.5%.

OUR FIGURES EXPLAINED

Female employees doing the same job as male employees receive the same rate of pay. Our lowest rate of pay is for the Visitor Services Assistant and Catering Services Assistant roles which attract more female applicants and, as a result, substantially more female staff occupy these roles. Last year two thirds of applications for these roles were female. The opposite applies for technical staff where more male applicants are attracted to higher paid positions. This quartile has shown the highest increase in staff numbers due to technical demands around shows. However, for all roles we pay above local market rates and all employees in our business are paid at least the Living Wage.

There are relatively few employees in the top two quartiles where very small gender changes can have considerable impact on the overall percentages. We employ more female staff in the top quartile than the national average. We do recognise there is more work to do in the distribution of earnings amongst our workforce especially at the top when only two of the eight at Director/Associate Director grade are female. At Heads of Department level, half are male and half are female staff. Also, whilst excluded from these figures as the roles are voluntary, we have twice as many male than female Trustees.

ACTION POINTS

- Over the last year all manager grades and above have received Unconscious Bias training which will be repeated in 2018 for new starters and anyone who missed this in 2017.
- We actively encourage applications from all genders with messages on our website and our recruitment advertising contains our equal opportunities statement: "Everyone's welcome at Birmingham Hippodrome and we are committed to providing equal opportunities for all".
- In April 2018 we are installing new recruitment software for a better user experience. Applications will be anonymous until shortlisting has taken place to remove any bias towards race and/or gender.
- The BHTT Board of Trustees aims to improve female representation among our Trustees.
- We will modify our bonus scheme to ensure the gender bonus gap is significantly reduced.
- We will explore new ways to increase the number of female Technicians and male Visitor/Catering Services Assistants, and any other imbalanced roles, through targeted recruitment campaigns.
- We will actively involve our Employee Representative Group to help drive initiatives to reduce gender pay in our business.

Tim Maycock
Finance & Planning Director