



**BIRMINGHAM
HIPPODROME**

Date of Report: 1 May 2019

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 2018 to March 2019, 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 2019 were counted.

Male: 184 employees (2017/18: 179) made up of 118 employed on a casual basis and 66 on a permanent basis.

Female: 207 employees (2017/18: 182) made up of 140 employees on a casual basis and 67 on a permanent basis.

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. Two thirds of our workforce works for us on a casual basis. Therefore, in the future we anticipate our gender pay gap figure to fluctuate 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	6.2% (LY 8.1%)
Median gender pay gap	0.8% (LY 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>
£15.45 per hour or more	48%	52%
£12.36 to £15.44	52%	48%
£9.27 to £12.35	54%	46%
Less than £9.27	36%	64%

Bonus gender pay gap was -141.67%.

OUR FIGURES EXPLAINED

It is important to clarify that we pay employees doing the same job the same rate of pay. The gender pay gap calculation measures the distribution of earnings amongst our workforce by gender.

More males work as Technicians than Visitor Services Assistants who are predominantly female. Compared to previous years more females work as casual Technicians however, the number of male Visitor Services Assistants remains broadly unchanged.

The main challenge for the business is that our lowest rate of pay is for the role Visitor Services Assistant (these are paid £9.00 per hour with all roles paid at least The Real Living Wage) which attracts more female applications and consequently consist of mainly a female workforce.

ACTION POINTS

- Over the last year all manager grades and above have been trained on unconscious bias and we anticipate this will have an impact on future hiring decisions.
- In 2019 a management development training course was launched which cover recruitment techniques from job descriptions, shortlisting to interview techniques.
- Last year we installed new application management software. This shows applications without their name until after shortlisting has taken place in order to reduce any possible unconscious bias towards race and/or gender when recruiting. Again, it is hoped this will have an impact on future hiring decisions.
- The recruitment application form does not ask for previous salary as this could perpetuate previous low pay by gender so salary offers are made based on the salary advertised.
- The recruitment form does not ask applicants to list their qualifications as standard in case this creates unconscious bias and qualifications are only requested if necessary for the job.
- We continue to explore new ways to increase the number of male Visitor Services Assistants in our business whilst continuing to increase the number of new female Technicians. Some options being considered are as follows;
 - a. Use of social media adverts displaying the gender of the target group (at the moment we use a picture of our auditorium) as research shows that like group members are more likely to apply and engage with a job advert.
 - b. We can gender decode a job ad as according to research certain words trigger certain gender responses.

The above would be in addition to standard recruitment methods so a recruitment campaign is not totally gender specific.

Tim Maycock
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