

**SOUTHBANK
CENTRE**

**Gender and
Ethnicity
Pay Gap Report
2025**

Gender and Ethnicity Pay Gap Report 2025

We welcome the opportunity to share our gender and ethnicity pay gap annually, as we recognise the importance of transparency and accountability in creating an equitable Southbank Centre. This is the ninth year that we have published our gender pay gap as part of our legal obligations, and the fifth year that we are voluntarily publishing our ethnicity pay gap. We use this data to supplement our wider efforts to engage in genuine conversations on equity, diversity and inclusion at the Southbank Centre, and as a means to reflect on where we are and where we would like to be.

We strongly believe that reporting our gender and ethnicity pay gaps annually is an important step to ensure we are holding ourselves accountable, and, where pay gaps exist, committing to the ongoing work that still needs to be done.

We recognise that there are limitations to our reporting; for example, our gender pay gap reports use the binary of male and female (in line with the government reporting approach), and our ethnicity pay gap reports are dependent on voluntary sharing of ethnicity by our staff.

However, we know that these reporting mechanisms enable us to further reflect on the steps we can take to build equity and inclusion into our organisational practices.



We complete our gender pay gap report as is required of organisations of our size by law and have for the past four years voluntarily also published our ethnicity pay gap. Our Pay Gap reports are one of a range of methods we use to understand workforce diversity, equity and inclusion over time at the Southbank Centre.

Our 2025 Pay Gap Report enables us to reflect on our data between April 2024 and April 2025. In this period our headcount increased by 4.5%. Of the new colleagues we welcomed since the previous snapshot in April 2024, 59% identified as women and 34% as Global Ethnic Majority (GEM) colleagues.

This year's increase in our gender pay gap is primarily driven by changes in the distribution of men and women across our workforce. This reflects differences in role distribution, rather than unequal pay for the same roles. We continue to monitor these trends closely and do not believe there are gender-based barriers affecting access to roles at any salary level across the organisation. Our policies, benefits and approach to role design are intended to support all colleagues in finding and progressing in roles that suit their skills, experience and aspirations.

Our ethnicity pay gap has also seen a small change this year. The mean ethnicity pay gap has increased by 1.05%, while the median gap has reduced slightly by 0.13%. The increase in the mean is largely due to a higher proportion of Global Ethnic Majority colleagues in the lower pay quartile, a figure which has increased by 6.5%. We are encouraged that this reflects our ability to attract talented colleagues from a broad range of backgrounds and our position as an employer of choice. We are also pleased to see increased Global Ethnic Majority representation in the upper and upper middle pay quartiles, as well as in the lower quartile, although these increases are currently less significant. We recognise that the current increase in the mean ethnicity pay gap is driven by greater representation in the lower quartile and remain committed to improving representation and progression across all pay quartiles. Big thanks to all our colleagues who have taken the time to share their gender and ethnicity data with us, which has enabled us to complete this reporting. Alongside the Board, wider Executive Leadership Team and all of our colleagues at the Southbank Centre, we remain very committed to increasing access to roles and diverse workforce representation in the arts.

Elaine Bedell, CEO

What is pay gap reporting?

A pay gap shows the difference in the average pay between two groups in a workforce (e.g. men and women), regardless of job role or seniority. It must be noted that this is different to an equal pay comparison, which, in this example, would look at how much men and women are paid for carrying out the same or similar work.

Who is included in this data?

All staff members who were directly employed by the Southbank Centre on Saturday 5 April 2025 (for the 2025 Gender and Ethnicity Pay Gap Figures) and in comparison with data from Wednesday 3 April 2024 (for the 2024 Gender and Ethnicity Pay Gap Figures) have been included in this data. This includes both permanent and fixed-term staff members. It should be noted that staff members on unpaid leave on this date are also not included within this data. At the 2025 gender pay gap snapshot date, 6.1% chose not to disclose their gender, or disclosed a gender other than male or female and therefore could not be included in our calculations. For our ethnicity pay gap, 7.7% chose not to share their ethnicity information with us and therefore could not be included.

What is defined as 'pay'?

The gender and ethnicity pay gap figures account for ordinary pay. Please note that no bonus payments were made during this reporting period.

How do you calculate the median pay gap?

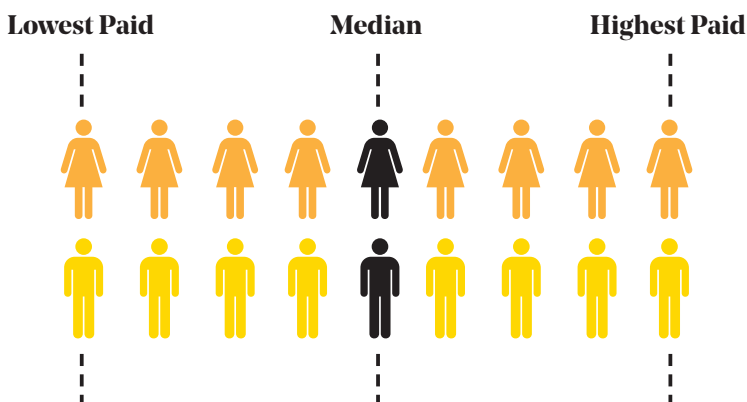
Imagine an image in which all our employees who identify as women stood next to each other in one line, in order from lowest to highest hourly rate of pay. Imagine that all our employees who identify as men did the same. The median gender pay gap is the difference in pay between the woman in the middle of their line and the man in the middle of their line. The same methodology was used to calculate our ethnicity pay gap. However, instead you would need to imagine all our GEM colleagues in one line and our White colleagues in the other line.

How do you calculate the mean pay gap?

For the gender pay gap, we added up all the hourly pay rates for all individuals who identified as women at the Southbank Centre and divided this number by the total number of individuals who identified as women. We did the same for those who identified as men, and then compared the difference. The same methodology was used for our ethnicity pay gap, but instead we compared the average pay of our GEM colleagues in comparison to our White colleagues. The mean can be affected by different numbers of people in the groups that you are comparing, which is why we also report on the different pay quartiles.

How are pay quartiles calculated?

To calculate the quartiles, we listed the rates of pay for each employee across the organisation from highest to lowest, and then split this list into four equal-sized groups. We then calculated the percentage representation of men and women in each quartile to provide a comparison. We also calculated the percentage of GEM colleagues in comparison to White colleagues in each quartile.



Southbank Centre Gender Pay Gap Figures

2024

Mean Average Hourly Pay

Mean Male	19.77
Mean Female	19.19

Pay Gap Mean 2.93%

Median Average Hourly Pay

Median Male	18.19
Median Female	16.35

Pay Gap Median 10.12%

At the time of our 2024 snapshot, 62.3% of our workforce identified as a woman and 37.7% as a man. This is broken down by pay quartile below.

Upper Hourly Pay Quartile (highest paid)



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (lowest paid)



2025

Mean Average Hourly Pay

Mean Male	20.66
Mean Female	19.78

Pay Gap Mean 4.26%

Median Average Hourly Pay

Median Male	18.80
Median Female	16.39

Pay Gap Median 12.82%

At the time of our 2025 snapshot, 63.3% of our workforce identified as a woman and 36.7% as a man. This is broken down by pay quartile below.

Upper Hourly Pay Quartile (highest paid)



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (lowest paid)



Understanding our Gender Pay Gap Figures

- Our mean gender pay gap has increased by 1.33% between 2024 and 2025.
- Our median gender pay gap has increased by 2.7% between 2024 and 2025.
- At the time of the snapshot (5 April 2025), the staff base was made up of 523 employees, of which 93.9% had an identified gender of male or female. 36.71% were male and 63.29% female. This is a 1% increase in proportion of female employees overall since the 2024 Pay Gap Report. In accordance with statutory requirements, those identifying as non-binary or selecting 'Other' when asked about gender identity are not included.
- The percentage of women in our upper pay quartile has increased by 0.7%.
- Our upper middle and lower pay quartiles are representative of our staff gender demographics.

Southbank Centre Ethnicity Pay Gap Figures

2024

Mean Average Hourly Pay

Mean White	20.61
Mean GEM	16.56

Pay Gap Mean **19.65%**

Median Average Hourly Pay

Median White	18.51
Median GEM	14.56

Pay Gap Median **21.34%**

At the time of the 2024 snapshot, 25.9% of our workforce identified as being part of the Global Ethnic Majority and 74.1% identified as White. This is broken down by pay quartile below.

Upper Hourly Pay Quartile (highest paid)



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (lowest paid)



2025

Mean Average Hourly Pay

Mean White	21.44
Mean GEM	17.00

Pay Gap Mean **20.70%**

Median Average Hourly Pay

Median White	19.28
Median GEM	15.19

Pay Gap Median **21.21%**

At the time of the 2025 snapshot, 28.99% of our workforce identified as being part of the Global Ethnic Majority and 71.01% identified as White. This is broken down by pay quartile below.

Upper Hourly Pay Quartile (highest paid)



Upper Middle Hourly Pay Quartile



Lower Middle Hourly Pay Quartile



Lower Hourly Pay Quartile (lowest paid)



Understanding our Ethnicity Pay Gap Figures

- Our mean hourly pay gap has increased by 1.05% between 2024 and 2025.
- Our median hourly pay gap has decreased by 0.13% between 2024 and 2025.
- We've grown overall by 10.8% across our staff base during the reporting period.
- 32.63% of the staff we hired during this time identified as being part of the Global Ethnic Majority.
- Overall, the number of GEM staff have increased from 25.9% to 28.99% between 2024 and 2025.
- We have increased the representation of GEM colleagues in our upper (0.5%), upper middle (3.3%) and lower (6.5%) pay quartiles, ensuring ethnic diversity is increasing across the organisation, and not just in entry-level roles.
- However, there has been a decrease of 0.9% in representation of GEM colleagues in the lower middle hourly pay quartile.
- If representation isn't equal across each quartile, it will increase the gap, which is the case for this year, as more new joiners have been in the lower and lower middle hourly pay quartiles.



Our Pay Gap Reports offer valuable insights into gender and ethnicity representation across all roles and levels at the Southbank Centre. By considering this data alongside colleague feedback surveys and other key metrics, we are better able to measure the impact of our current work and develop new approaches to increase our impact.

We are proud that all our entry-level roles are paid the London Living Wage or above, with guaranteed minimum hours and permanent employment contracts, rather than zero-hours contracts. These initiatives are clearly having a positive impact, with both women and colleagues from the Global Ethnic Majority (GEM) being well represented in the lower pay quartile.

We aim to be an employer of choice for all genders by offering comprehensive benefits that enhance working life, including sector-leading enhanced paid leave policies for maternity, paternity and shared parental leave, as well as policies on adoption, IVF and menopause support.

Building on the positive trend of increased representation of our GEM colleagues in three out of the four pay quartiles, we will continue our commitment to advertise roles across a wide variety of channels, operate anonymised recruitment to reduce unconscious bias, and scale up our learning and development provision to make coaching opportunities accessible to colleagues earlier in their careers, supporting their long-term development.

We remain fully committed to fostering a truly diverse and representative Southbank Centre for all.

Katy Dent, Director of People and Culture

