

**SOUTHBANK
CENTRE**

**Gender Pay Gap
Report 2018**

Gender Pay Gap Report 2018

Since publishing our first gender pay gap report last year, we are pleased to show a reduction in the median gap this year. We have been working to increase the number of women in our Production team in particular and our report also now includes our first female Chief Executive. We are committed to employing women at all every level of our organisation and are proud to be a Times Top 50 Employer for Women for four years in a row.

Gender pay gap explained

This is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in the organisation. It differs from equal pay, which is about men and women being paid the same for the same work. The gender pay gap takes account of average hourly earnings across all jobs at all levels and all salaries within the organisation. There are many factors causing gender pay gaps, even in organisations where men and women are paid the same to do the same job.

At Southbank Centre we pay men and women the same rate for the same job and jobs of equal value.

Reporting on our gender pay gap

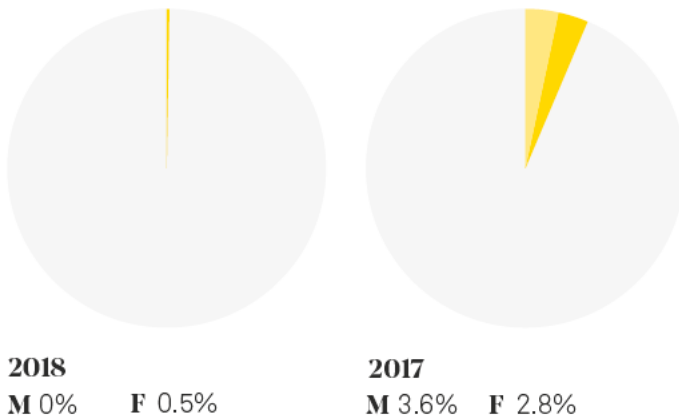
Mean pay difference between male and female employees



Median pay difference between male and female employees



Proportion of male and female employees receiving bonus



Difference in bonus pay 2018:

Women's bonus pay is 100% higher than men's. This is because we only award bonuses to a very small number of employees, and no men were eligible for a bonus in 2018

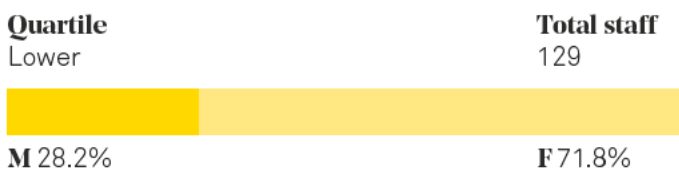
Difference in bonus pay 2017:

Women's mean bonus pay was 12% lower than men's

Women's median bonus pay was 0% lower than men's

Percentages of males and females when divided into four equally sized groups, ordered from lowest to highest pay.

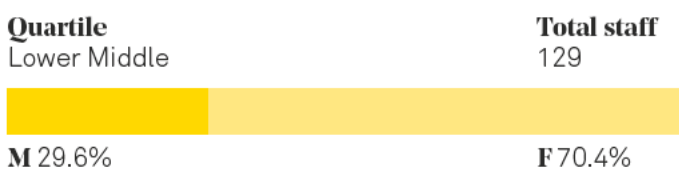
Group A



Group C



Group B



Group D



The gender split across the organisation has not changed since the previous year: 62% female, 36% male. 1% of our employees have chosen not to declare their gender.

Understanding the gap

There remain, as detailed in our report last year, two reasons why we have a gender pay gap.

We have a very large number of entry level roles mainly based front of house (over 20% of the posts in the organisation). Over 70% of these roles are held by women. We are proud to be able to pay all of these roles the London Living Wage and to offer so many part time roles as they offer a great amount of flexibility, giving opportunities to both men and women who wish to combine regular paid work with other responsibilities and interests including education, writing, performing and freelance artistic work.

We continue to have an under-representation of women in technical roles in our Production team. This is typical across the sector. Some members of our production team have been in role for many years, and the combination of their skills and experience mean that these roles are more highly paid than others where the gender balance is less skewed. This distorts the averages we are reporting. If we were to exclude our Production team from the overall gender pay calculation of the organisation, it makes a considerable difference: the mean pay gap between male and female hourly rate reduces to 5.9% the median to 7.5%. Our policy is to pay the same rate for the same role and roles of equal value.

Mean pay gap between male and female hourly rate, excluding Production team

5.9%



Median pay gap between male and female hourly rate, excluding Production team

7.5%



Taking action to reduce our gender pay gap

We are pleased to have seen a 3% reduction in our median gender pay gap. Key to solving our gap is the recruitment of more women into the Production team which has been a focus for us in the last year and has played a part in the reduction seen.

Another key area of focus is giving opportunities for our talented staff in entry level roles the opportunity to progress their careers throughout the organisation. In 2014, we launched our Bring Out Potential (BOP) programme for our high performing Hosts and Retail staff. BOP is a career development programme which has given staff in the most junior roles in the organisation, training in business modules, a mentor, and the opportunity to gain work experience in a different department. Many of the previous participants have gone on to get promotions. In 2018, 60% of the participants were women.

We are also currently focusing on ensuring an inclusive culture at Southbank Centre which is underpinned by respect. Gender is just one aspect of this commitment. Over the last year we have committed to a new Dignity and Respect at Work policy which aims to ensure all staff know how they can expect to be treated at work.

