

**SOUTHBANK  
CENTRE**

**Gender and  
Ethnicity  
Pay Gap Report  
2024**

# Gender and Ethnicity Pay Gap Report 2024

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 eighth year that we have published our gender pay gap as part of our legal obligations, and the fourth 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.



Between April 2023 and 2024, our workforce headcount had increased by 10.8%, which is significantly slower than the previous financial year, now that the impact on our employee numbers caused by the pandemic is well in the past. Throughout this period, in our recruitment process we have worked to ensure that our colleagues reflect the diversity of London. I am pleased to note that in this 12-month period, 67% of the new staff we welcomed to the Southbank Centre identified as women and 33% identified as being part of the Global Ethnic Majority (GEM).

Each year we use a number of processes, approaches and tools to increase the diversity of applications we receive. We are heartened by the increased representation of our GEM staff in the upper and lower middle pay quartiles, which reflects that this work is having a tangible impact. Across the full range of indicators that are used to assess pay gaps, it can be seen that in 2024 our pay gaps have reduced.

The ethnicity pay gap data shows that we need to continue prioritising our efforts to retain and support the career progression of our GEM colleagues into the upper middle and upper pay quartiles, in order to remain on the pathway to reducing our ethnicity pay gap over time.

Our gender pay gap mean has decreased by 2.6%, whereas the median has increased by 1.2%. The proportion of women paid in the three lower quartiles is the same or higher than the proportion in our workforce overall, with a 7% gap only in the upper pay quartile. The data shows that generally we are an attractive employer to women across all four pay quartiles. This is supported by our investment in flexible and hybrid working, menopause support and enhanced paid family leave policies, which we believe benefit all genders in the workplace.

Our Gender and Ethnicity Pay Gap Reports remain an important part of our Equity, Diversity and Inclusion Strategy. Alongside the Board, wider Executive Leadership Team and all of our colleagues at the Southbank Centre, progressing this work remains a key imperative for us all.

**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 Wednesday 3 April 2024 (for the 2024 Gender and Ethnicity Pay Gap Figures) and in comparison with data from Wednesday 5 April 2023 snapshot date (for the 2023 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 2024 gender pay gap snapshot date, 6.4% 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, 9.1% 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?

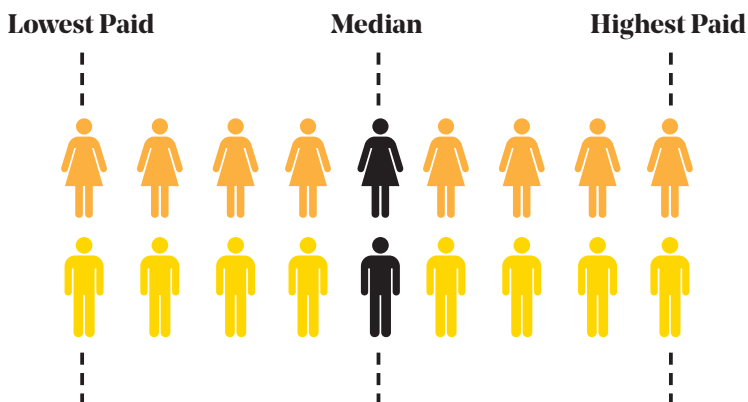
Imagine an image in which all our employees who identify as women stood next to each other in one line, in order from lowest to highest hourly rate of pay. Imagine that all our employees who identify as men did the same. The median gender pay gap is the difference in pay between the woman in the middle of their line and 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

**2023**

## Mean Average Hourly Pay

Mean Male	18.98
Mean Female	17.93

**Pay Gap Mean 5.50%**

## Median Average Hourly Pay

Median Male	17.02
Median Female	15.51

**Pay Gap Median 8.90%**

At the time of our 2023 snapshot, 59.1% of our workforce identified as a woman and 40.9% 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)



**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)



# Understanding our Gender Pay Gap Figures

- Our mean gender pay gap has decreased by 2.6% between 2023 and 2024.
- Our median gender pay gap has increased by 1.2% between 2023 and 2024.
- At the time of the snapshot, the staff base had grown by 10.8% with a higher percentage of staff identifying as female: 62.3% in 2024 compared to 59.1% in 2023.
- 61.5% of the staff we hired during this reporting period identified as female.
- The percentage of women in our upper pay quartile has increased by 2.3%.
- Our upper middle and lower pay quartiles are representative of our staff gender demographics.

# Southbank Centre Ethnicity Pay Gap Figures

## 2023

### Mean Average Hourly Pay

Mean White	19.61
Mean GEM	15.34

**Pay Gap Mean 21.80%**

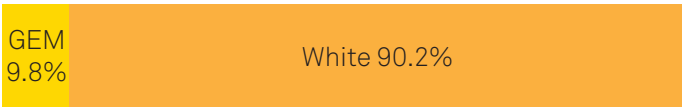
### Median Average Hourly Pay

Median White	17.48
Median GEM	13.36

**Pay Gap Median 23.60%**

At the time of the 2023 snapshot, 26.5% of our workforce identified as being part of the Global Ethnic Majority and 73.5% 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)



## 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)



# Understanding our Ethnicity Pay Gap Figures

- Our mean hourly pay gap has decreased by 2.1% between 2023 and 2024.
- Our median hourly pay gap has decreased by 2.3% between 2023 and 2024.
- We've grown overall by 10.8% across our staff base during the reporting period.
- 25.9% of the staff we hired during this time identified as being part of the Global Ethnic Majority.
- Overall, the number of GEM staff have decreased from 26.5% to 25.9% between 2023 and 2024.
- We have increased the representation of GEM colleagues in our upper (4.5%) and lower middle (7.6%) pay quartiles, ensuring ethnic diversity is increasing across the organisation not just in entry-level roles.
- However, there has been a 2.8% decrease in representation of GEM colleagues in the upper 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 Gender and Ethnicity Pay Gap Reports continue to give us a valuable insight into where we need to focus our actions over the coming year to continue to build a representative Southbank Centre workforce, who lead on delivering a diverse arts programme. We have continued to grow our staff numbers over this reporting period, and I'm pleased to see that we have welcomed a higher number of women and members of the Global Ethnic Majority to the Southbank Centre over the last year.

Our gender and ethnicity pay gaps have largely reduced since last year. Nevertheless, the ethnicity pay gap in particular remains high, which is a concern. We are committed to taking action to achieve equal representation in terms of both gender and ethnicity in all of our pay quartiles.

We will continue to encourage inclusive new talent attraction and recruitment processes; invest in internal learning and development initiatives; and prioritise creating an organisational culture, based on our stated values, in which our colleagues can be proud to participate. We believe these means will help female colleagues and those from the Global Ethnic Majority to develop their careers at the Southbank Centre in roles which move up through our pay quartiles.

Both women and colleagues from the Global Ethnic Majority are very well represented in the lower pay quartile, and we ensure fair treatment as all of 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.

We aim to be an employer of choice for both women and men by offering benefits that enhance working life for all. These include sector-leading maternity, paternity and shared parental enhanced paid leave policies. We also have policies on adoption, IVF and menopause. We have a female CEO and majority female Executive Leadership Team, so women are well represented at the highest level of the Southbank Centre.

In this reporting period, we have seen a 4.5% increase in representation of colleagues from the Global Ethnic Majority in the upper pay quartile, although it remains a lower proportion compared to the overall representation level. We have continued to advertise our jobs in a wide variety of channels and operate anonymised recruitment with the aim of reducing unconscious bias. We are also expanding our learning offer to support members of the Global Ethnic Majority and other colleagues to develop their skills and careers. However, it is clear that we have not yet achieved our aim of improving representation in the upper and upper middle pay quartiles while reducing over-representation in the lower two pay quartiles. We are reviewing the job roles that are paid in these quartiles and considering how we can improve representation of Global Ethnic Majority employees in these quartiles. This will continue to be a key area of focus for us in the coming year.

Our pay gap figures are key accountability measures that we report on to our Board and to our staff annually. I am committed to the work that we need to do across the Southbank Centre to stay on the path of reducing both our gender and ethnicity pay gaps, and to become a fairer, more representative employer.

**Katy Dent, Director of People and Culture**

