

SOUTHBANK CENTRE

Gender Pay Gap Report 2016/17

The UK Government requires that from April 2017 onwards organisations with over 250 employees annually disclose their gender pay gap.

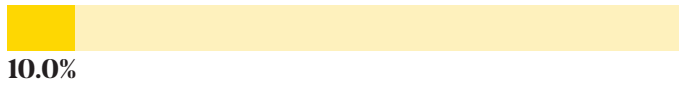
The gender pay gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in the organisation. It differs from equal pay, which means men and women are paid the same for the same work.

The gender pay gap takes account of average hourly earnings across all jobs, at all levels and all salaries, within the organisation.

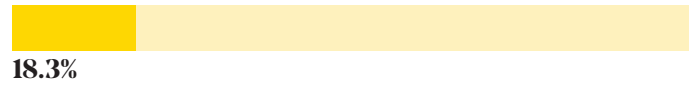
Many factors cause gender pay gaps, even in organisations where men and women are paid the same to do the same job. At Southbank Centre, we pay men and women the same rate for the same job and jobs of equal value.

Reporting on our gender pay gap

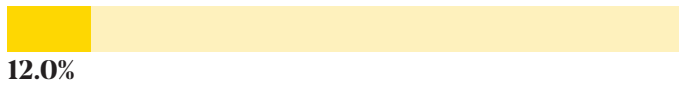
Mean pay difference between male and female employees



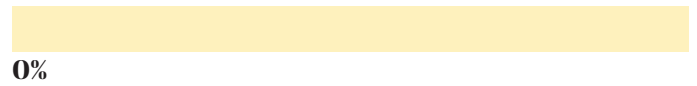
Median pay difference between male and female employees



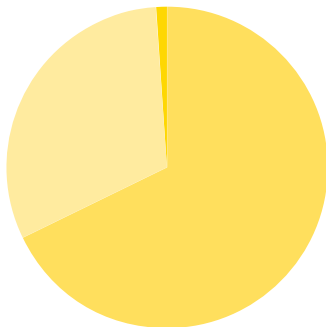
Difference in mean bonus between male and female employees



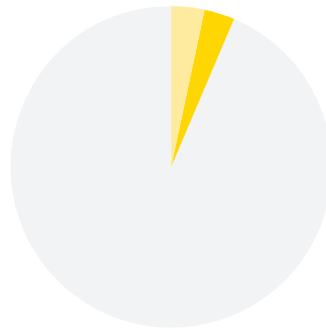
Difference in median bonus between male and female employees



Gender split across the organisation



Proportion of male and female employees receiving bonus



Difference in bonus pay:

Women's mean bonus pay is **12% lower** than men's

Women's median bonus pay is **0% lower** than men's

* 1% of our employees have chosen not to declare their gender

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

Group A

Pay per hour	Quartile	Total staff
£6.50 ¹ to £9.75	Lower	129



Group C

Pay per hour	Quartile	Total staff
£13.29 to £18.32	Upper Middle	129



Group B

Pay per hour	Quartile	Total staff
£9.75 to £13.29	Lower Middle	129



Group D

Pay per hour	Quartile	Total staff
over £18.32	Upper	130



Understanding our gender pay gap

The UK median pay gap for all employees, including part-time employees, as at April 2016 was 18.1% and for full-time workers was 9.4%. Some 27% of the UK workforce is part-time. Southbank Centre's median gender pay gap of 18.3% is slightly above the UK median pay gap of 18.1%.

There are two main reasons why we have this gender pay gap. A significant proportion (40%) of our employees work part-time. The majority of our part-time staff (70%) are women. They are paid exactly the same as men doing the same roles. We are pleased to be able to offer such a large number of part-time roles, mainly in our Host and Retail teams.

They give 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 are also pleased to be able to pay these roles the London Living Wage.

In contrast, there is an under-representation of women in technical roles in our Production team. The members of our Production team have typically been their jobs for many years, and the combination of their skills and experience mean that these roles are more highly paid than the roles occupied by most of our female employees.

This distorts the averages we are reporting. Excluding our Production team from the gender pay calculation makes a big difference: the mean pay gap between male and female hourly rate reduces to 6.5%, and the median to 5.1%. Our policy is to pay the same rate for the same role and for roles of equal value.

Taking action to reduce our gender pay gap

We have an excellent track record in employing women and have been a *Times* Top 50 Employer for Women for three years in a row. 64% of our Executive team are women. 40% of our Board are women, including our Chairwoman, and we recently appointed a female Chief Executive. We try to be as flexible as possible to accommodate the requirements of women who choose to balance work with caring for families or other interests.

We also want to support and encourage women to take career paths in parts of our operation which have traditionally been dominated by men, such as in Production or Technical roles. By promoting such career opportunities through the work we do with schools, by offering apprenticeships and by offering starting opportunities in roles where women are historically under represented, we aim to make a real difference in this area.

