



GENDER PAY GAP 2020/21

The gender pay gap compares the average earnings of men and women in a company, regardless of their role or seniority. It captures any pay differences resulting from the sorts of jobs performed by men and women.

Whilst both equal pay and the gender pay gap deal with the difference in pay women and men receive in the workplace, they are two different issues. Equal pay is concerned with the difference in pay between men and women performing **the same or similar work**. Unequal pay is unlawful.

This year (2020-21), we are reporting a mean gender pay gap of **3.4%** (**2.2%** including RSC Enterprise, see below) and a median gap of **5%** (**5.4%** including RSCE).

When we last published our data, for the year 2018-19, we reported a mean gender pay gap of **13.6%** (**11.5%** including RSC Enterprise (RSCE), see below) and a median gap of **11.5%** (**7.8%** including RSCE).

The Office for National Statistics, in their November 2020 report, estimated that across the UK the mean hourly pay of female employees is 15.5% lower than men's. Although our gender pay gap figures are better than the national average, and we have shown an improvement on last year's figures, we want them to be better. We want the RSC to be an effectively anti-discriminatory organisation, fostering a culture of equity, inclusion, and justice.

Our figures, based on 'snapshot' data on 5 April 2020, are largely driven by the following factors, which together create the gender pay gap figure:

- An increase in female representation in more highly paid roles
- Continuing to pay Real Living Wage rates as a minimum
- Changes in pay arrangements and the composition of our workforce as a result of our response to the Covid-19 pandemic at that time

Whilst we are heartened to see the improvement in these figures, we are mindful that April 2020 was not representative of our usual circumstances. The particular challenges of the

Covid-19 pandemic at that time, which saw all of our activity paused, the majority of our staff furloughed, and various decisions taken in order to protect the financial future of the organisation, mean that we must consider the data in that specific context.

We remain committed to reducing the gender pay gap through improving gender balance across our teams and at all pay levels through our approach to **recruitment, training**, ensuring **fair and equitable pay** for all roles regardless of gender, and our continued commitment to developing **opportunities for flexible working at all levels** within the Company.

IN MORE DETAIL

Legislation for gender pay gap reporting came into force on 6 April 2017. This requires all employers in Great Britain with 250 or more employees to publish information regarding their gender pay gap by 4 April every year (5 October in 2021 only).

The gender pay gap information uses data based on payroll information on 5 April each year – the ‘snapshot’ date. On 5 April 2020 there were 610 eligible employees for RSC and 159 for RSC Enterprise, a trading subsidiary of the charity. Although the regulations apply only to the main RSC charity (including *Matilda The Musical* in the UK) and not to RSC Enterprise, we have voluntarily added the information for RSC Enterprise.

THE RSC PICTURE

Companies are also required to show the percentages of men and women in each quartile, that is each quarter of the workforce. For us, there are 152 people in each of these quartiles. Our total workforce is made up of 42% male and 58% female employees, and we have more women than men in senior management positions. Compared with our last published data for April 2018, our pay quartiles in April 2020 show that we have increased the number of women in the upper pay quartile by 11%. Women account for 60% of the lower pay quartile, a decrease of 9% on our 2018 position.

Pay Quartile	Men	Women
Upper	43%	57%
Upper Middle	47%	53%
Lower Middle	37%	63%
Lower	40%	60%

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