



GENDER PAY GAP 2021/22

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.

Gender pay is calculated by comparing the mean and median pay of women to that of men. A **positive figure** indicates that men's pay is higher than women's. A **negative figure** indicates that women's pay is higher than men's.

This year (2021-22), we are reporting a mean gender pay gap of **-3.3%** (**0.3%** including RSC Enterprise, see below) and a median gap of **0.4%** (**10.8%** including RSCE).

When we last published our data, for the year 2020-21, we reported a mean gender pay gap of **3.4%** (**2.2%** including RSC Enterprise (RSCE), see below) and a median gap of **5%** (**5.4%** including RSCE).

The Office for National Statistics, in their October 2021 report, estimated that across the UK the mean hourly pay of female employees is 14.9% lower than men's. **Our gender pay gap figures are better than the national average, and we have shown an improvement on last year's figures, with mean pay being in favour of women.**

Whilst we are heartened to see the improvement in these figures, we are mindful that work and pay arrangements in April 2021 were not representative of our usual circumstances. The particular challenges of the Covid-19 pandemic at that time, which saw all of our activity paused, many of our staff furloughed, and various decisions taken in order to protect the financial future of the organisation, mean that we must take a cautious approach to the April 2021 data.

Due to the way that Gender Pay is calculated, anyone earning below their usual pay at the snapshot date in April is excluded. For 2021, we have excluded 388 staff from the calculations, including 301 who were furloughed under the Coronavirus Job Retention Scheme. Therefore, out of a total of 744 staff, these Gender Pay figures reflect just 48% of the RSC's total workforce in April 2021, and we therefore consider the data to be less representative than in a typical year.

We continue to work towards the RSC being an effectively anti-discriminatory organisation, fostering a culture of equity, inclusion, and justice.

Our figures, based on 'snapshot' data on 5 April 2021, are largely driven by the following factors, which together influence the gender pay gap figure:

- An increase in female representation in more highly paid roles (upper and upper middle quartiles)
- 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

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 2021 there were 329 eligible employees for RSC and 27 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. These totals only represent 48% of our workforce as of the snapshot date for reasons as outlined above.

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. Looking across both RSC and RSC Enterprise, there are 89 people in each of these quartiles. Our total workforce (that qualified for these calculations) is made up of 40% male and 60% female employees, and we have more

women than men in senior management positions. Compared with our last published data for 2020, our pay quartiles in April 2021 show that we have increased the number of women in the upper pay quartile to 64%. Women account for 63% of the lower pay quartile, however we should remember that this may not be representative due to many of our colleagues in the lower pay quartile being furloughed on the snapshot date.

Pay Quartile	Men	Women
Upper	36%	64% (+5%)
Upper Middle	49%	51% (+1%)
Lower Middle	39%	61% (-6%)
Lower	37%	63% (+8%)

FINALLY

You can see how we compare with other organisations, including those in our sector, at the [Gender Pay Gap section of the Government's website](#).

Read more about our current [Equity, Diversity, and Inclusion Policy](#), which is undergoing a full review.

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