Gender Pay Gap (April 2024 data, published April 2025)

At the RSC, we are committed to creating an inclusive, sustainable and equitable workplace.

Each year, in line with UK legislation, we report our gender pay gap data. This shows us the difference in average pay of men at women at the RSC, and how men and women are distributed throughout our range of pay.

The gender pay gap is different to equal pay. Equal pay is the difference in pay between men and women performing **the same or similar work**. Unequal pay is unlawful.

Our 2024 gender pay gap

Our gender pay gap data is calculated based on the snapshot date of 5 April 2024.

Whilst the statutory reporting focusses on organisations with more than 250 employees, we calculate our gender pay gap across every part of the RSC. This includes RSC Enterprise, our commercial business, which is excluded from the mandatory reporting.

The following data covers the whole of the RSC, as we believe this gives a more accurate picture of our overall gender pay gap.

We are pleased to report that both our median and mean gender pay gap decreased in 2024.

	2024	2023	Difference
Median	13.9%	15.1%	- 1.2%
Mean	13.8%	18.2%	- 4.4%
No. employees in scope	774	756	+ 18 people
Men	39%	38.5%	+ 0.5%
Women	61%	61.5%	- 0.5%

Please follow this link for details of the gender pay gap which we are required to report, noting this represents a smaller part of our overall organisation.

Pay Quarters

We are required to publish data on the percentage of men and women in each pay quarter. These show the differences in the distribution of men and women throughout the pay range of an organisation.

Pay Quarter	Men	Women
Upper	44.6%	55.4%
Upper Middle	51.0%	49.0%
Lower Middle	27.3%	72.7%
Lower	33.2%	66.8%

Our median pay gap has reduced, in part because we had a higher number of men employed in roles in the lower quarter. We have also increased representation of women in our upper and upper middle quarters.

Bonuses

No bonuses were paid.

Understanding our data

Our gender pay gap is influenced by a number of factors, including:

- What activity is taking place in the organisation, including how many shows we have in production and whether all of our spaces are in use. This can vary significantly week to week, and affects how many people are working, in what roles, and at what rates of pay during the snapshot week.
- In April 2024, there were 7 productions either performing or rehearsing (*Ben and Imo, English, Love's Labour's Lost, The School for Scandal, Buddha of Suburbia, First Encounters: Romeo and Juliet, and Matilda the Musical)*. All departments were therefore working, including our audience-facing teams. Given the rates of pay for these teams, this group dominates the Lower Quarter.
- We use consistent hourly rates, or annual salaries, for many of our teams to ensure that people are paid the same for doing the same job, regardless of sex or any other protected characteristic.
- Our lower paid roles are predominantly female, and the majority of applicants for those roles (and indeed across the RSC more widely) are also women. This year, we have increased the percentage of men in the organisation, and most particularly in the lower quarter. This has had a positive effect on our gender pay gap.

- We have increased the percentage of women in the upper and upper middle quarters, which has also had a positive impact on the gender pay gap.

Action we are taking

- We continue to focus on paying Real Living Wage rates, including to our Apprentices.
- We are updating our recruitment training to emphasise inclusive practices at all stages.
- We are introducing a hybrid working policy to clarify where it is possible to work in this flexible way.
- We are developing plans to review and publish our pay and reward process and create a pay policy and equitable pay framework.

Declaration

I confirm that the information contained in this report is, to the best of my knowledge and ability, accurate.

Andrew Leveson

Executive Director