



GENDER PAY GAP 2018/19

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 (2018 – 19), we are reporting a mean gender pay gap of **13.6%** (**11.5%** including RSC Enterprise, see below) and a median gap of **11.5%** (**7.8%** including RSCE).

Last year, for 2017-18, we reported a mean gender pay gap of **13.7%** (**13.2%** including RSC Enterprise (RSCE), see below) and a median gap of **13.1%** (**12.7%** including RSCE).

The Office for National Statistics, in their October 2018 report, estimated that across the UK the mean hourly pay of female employees is 17.1% lower than men's (17.9% median). **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 a diverse and inclusive organisation, committed to equality of opportunity for everyone.**

Our figures, based on 'snapshot' data on 5 April 2018, are largely driven by two factors, which together create the gender pay gap figure:

- A higher proportion of men than women in higher paid roles
- We mirror the national picture of more women working part-time than men, and most of our part-time employees are currently in lower earning roles

Our action plan to achieve these objectives is focused on improving gender balance across all our teams and at all pay levels through our approach to recruitment, ensuring fair and equitable pay for all roles regardless of gender, and on highlighting

and developing more opportunities for part-time and flexible working at all levels in 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.

The gender pay gap information uses data based on payroll information on 5 April each year – the ‘snapshot’ date. On 5 April 2018 there were 723 eligible employees for RSC and 168 for RSC Enterprise. 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 180 people in each of these quartiles. Our total workforce is made up of 44% male and 56% female employees, and we have more women than men in senior management positions. Our pay quartiles in April 2018 show that we have increased the number of women in both the upper and upper middle pay quartiles by 5% and 4% respectively. However, women account for 69% of the lower pay quartile, an increase of 6% on our 2017 position.

Pay Quartile	Men	Women
Upper	54%	46%
Upper Middle	45%	55%
Lower Middle	45%	55%
Lower	31%	69%

These figures include employees in all our teams, including actors and musicians, for example. The figures show that **we need to continue our progress towards gender balance across the whole company.**

Our Equality, Diversity and Inclusion Plan (ED&I) underpins our commitment to achieve gender equality and greater gender balance across all our teams and all pay levels, with a focus on recruitment, diversity training, approach to equitable pay and reward and further development of supportive working arrangements and policies. The gender pay gap results will be used to further refine our approach and will, over time, help us measure the impact of our plan.

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](#).

We want to reduce our gender pay gap. This will happen by delivering the range of actions contained within our ED&I plan, as we become an ever more equal, diverse and inclusive organisation. Read more about our [Equality, Diversity and Inclusion Policy](#).

Gregory Doran, Artistic Director

Catherine Mallyon, Executive Director