



GENDER PAY GAP REPORT

APRIL 2020

LEICESTER THEATRE TRUST LTD

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LEICESTER THEATRE TRUST



ABOUT CURVE

In an average year, almost 750,000 people annually engage with Curve through performances and projects at our home in Leicester, across the UK and internationally. Under the leadership of Chief Executive **Chris Stafford** and Artistic Director **Nikolai Foster**, Curve has developed a reputation for producing, programming and touring a bold and diverse programme of musicals, plays, new work, dance and opera. All of this presented alongside a dynamic mix of community engagement, artist development and learning programmes, which firmly places audiences, artists and communities at the heart of everything we do.

Like all theatres and cultural organisations, we have been severely impacted by COVID-19. Leicester in particular has been affected by local restrictions as well as national lockdowns, the result of which meant that, unfortunately we had to make 13 roles redundant from our headcount during 2020. However, we are determined Curve will recover from the devastation of the pandemic and come through it stronger and better than ever, playing a key role in helping our city to rebuild.

Despite the challenges, we are incredibly proud of what we have achieved in the last 12 months, over 650,000 people have viewed our work online, we employed 268 freelancers and we shared over 100 hours of original digital content. We also developed our capacity for producing theatre online and our critically acclaimed productions of ***Sunset Boulevard*** and ***The Color Purple*** – created especially for streaming – were seen by over 35,000 people across 45 countries.

At the heart of what we do are our people. We are committed to developing and nurturing people throughout their employment with us, ensuring equal opportunity for all to grow and develop to fulfil their potential. It is paramount that we take on board the results of the Gender Pay Gap to achieve our aim of establishing Curve as an excellent employer of choice within the community and beyond.

Chris Stafford

CEO



GENDER PAY GAP REPORT – APRIL 2020 LEICESTER THEATRE TRUST

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap (GPG) shows the differences in the average pay between men and women. An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on the 'snapshot date'¹ (5 April 2020). Although we do not have a headcount of 250 and therefore are not obligated to report it, we feel it is important to continue to report our Gender Pay Gap.

DEFINITION OF EMPLOYEE

For the purposes of the GPG report, the definition of who counts as an employee is defined in the Equality Act 2010. This is known as the 'extended' definition which includes:

- Employees
- Worker and agency workers
- Some self-employed people²

FULL-PAY RELEVANT EMPLOYEES

To be included as a full-pay relevant employee, the employee must be paid their full usual pay during the period in which the snapshot date falls. If the employee is paid less than their usual rate because of being on leave for that period, they should not be counted as a full-pay relevant employee.³ On the snapshot date of 5 April 2020 we had not used any casual workers due to the pandemic and therefore the reported numbers are significantly lower than in previous years and we are unable to make meaningful comparisons in our data.

CALCULATIONS

As we don't make bonus payments, we are required to report on 3 calculations:

- Mean gender pay gap in hourly pay. A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- Median gender pay gap in hourly pay. A **median** average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.
- Proportion of males and females in each pay quartile. This calculation requires an employer to show the proportions of male and female full-time relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

¹ Managing gender pay reporting – Government Equalities Office

² Managing gender pay reporting – Government Equalities Office

³ www.gov.uk guidance



GENDER PAY GAP REPORT – APRIL 2020

LEICESTER THEATRE TRUST

GENDER PAY GAP

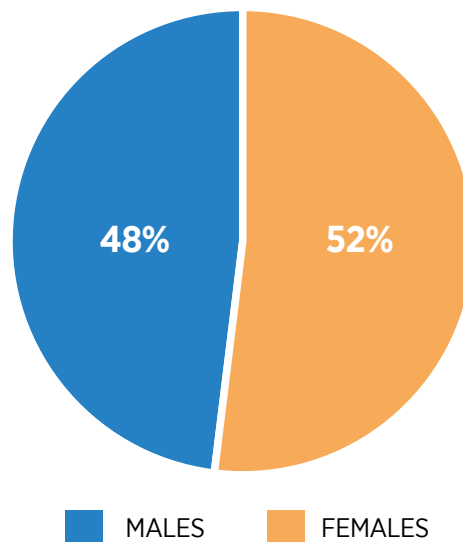
GENDER PAY GAP

Full-Pay relevant employees on the snapshot date of 5 April 2020 was 47 males and 50 females.

	2020	2019
MEDIAN	14.5%	6%
MEAN	10%	9.3%

FULL PAY RELEVANT EMPLOYEES

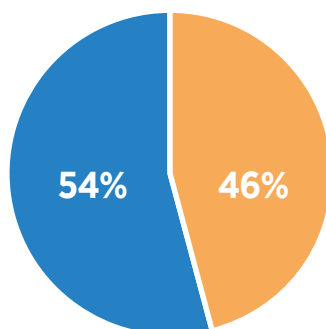
5 April 2020



Office of National Statistics reported that the overall **mean** figure of the gender pay gap in the UK for 2020 was 15.5%⁴.

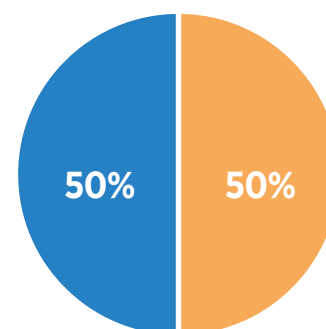
QUARTILES

UPPER QUARTILE



MALES FEMALES

UPPER MIDDLE QUARTILE



MALES FEMALES

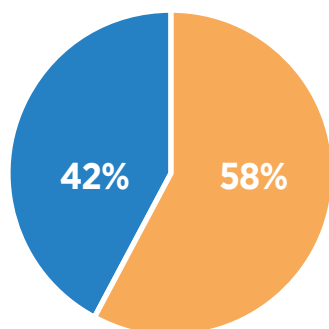
⁴ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

GENDER PAY GAP REPORT – APRIL 2020

LEICESTER THEATRE TRUST

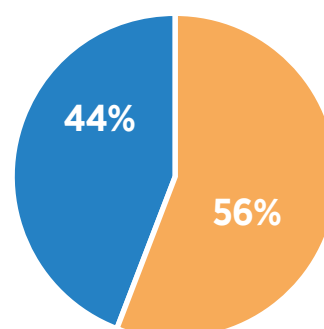
GENDER PAY GAP

LOWER MIDDLE QUARTILE



MALES FEMALES

LOWER QUARTILE



MALES FEMALES

SUMMARY CONTEXT

- The quartiles have been split as evenly as possible with 24 full-pay relevant employees in each quartile except the lower middle quartile that has 25 full-pay relevant employees.
- The pattern that can be seen across the UK economy is reflected in the make-up of Leicester Theatre Trusts' workforce, where the majority of front-line roles are women and the make-up of our technical and facilities teams are mostly men. There have been improvements in the gap between men and women in the lower quartile since 2019, however we are continually seeking ways to improve this across the organisation.
- Whilst unremunerated and not captured as part of the Gender Pay Gap report, it is important to note that of our 14 Board of Trustees 9 are female (64%).

NEXT STEPS

- Continue to work to attract and develop women into non-traditional roles within theatre, such as technical through apprenticeships and CYCC technical;
- Continue to embed revised recruitment process and practice including diversity on interview panels and involvement of less formal interview practices;
- Review flexible working practices where possible to encourage a healthy work/life balance;
- Develop our management team across the organisation to support the development of talent within their teams;
- Utilise our Creative Career Pathways initiative to raise awareness of the different career opportunities available within Curve (and the Arts);
- Continually monitor and review best practice across the industry to improve the Gender Pay Gap within theatre, looking at ways to work on initiatives with other industry exemplars;
- Continue to ensure all posts are benchmarked against industry standard.

I can confirm the data reported is accurate:

Chris Stafford
CEO

