

THE OLD VIC

GENDER PAY GAP REPORT 2024

At The Old Vic, inclusion and equality remains a vital part of making our theatre what it is today. We believe in equality for everyone. For example, amongst genders, ethnicities and socio-economic backgrounds and we are committed to equal pay for equal work. When people work with us, they can expect to be treated fairly, respectfully and with care. We value inclusivity, appreciate difference and consider people equally without prejudice. These values are embedded in our Belonging and Inclusion Strategic Plan (BISP) which sets out our long-term organisational objectives in these areas.

Whilst there is no statutory obligation to report our Gender Pay statistics, we are committed to sharing our Gender Pay Gap publicly on an annual basis given the number of our employees.

The Old Vic's commitment to equality is presented here in our 2024 Gender Pay Gap report.

Matthew Warchus
Artistic Director

Laura Stevenson
Executive Director

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap measures the difference between the average hourly pay of men and women, expressed as a percentage. **A positive figure** indicates that **men's pay is higher** and a **negative figure** indicates that **women's pay is higher**.

Whilst both Gender Pay and Equal Pay deal with the difference in pay for men and women, Gender Pay is not the same as Equal Pay. Equal Pay is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do the same or similar work, whereas Gender Pay compares the Mean and Median pay of women to that of men.

For the first time this year we have been able to collate and analyse our Ethnicity Pay Gap data. This information will allow us to begin identifying any disparities in pay and representation across different ethnic groups and to take targeted action where necessary to promote inclusion. We are currently unable to publish our Ethnicity Pay Gap findings as we were just under the minimum reporting threshold of 50 individuals. We will therefore continue to encourage more colleagues to share their ethnicity data to enable greater transparency and accountability in the future.

CONTEXT

The relevant employees counted for the purpose of calculating the Gender Pay Gap data includes permanent and fixed term salaried staff, Front of House and Box Office staff and self-employed actors and musicians.

Overall, our workforce is made up of 210 relevant employees, 62% of whom are women and 38% of whom are men. The data used to calculate hourly pay is taken from all relevant employees at the snapshot date of 05 April 2024. The data available is based on basic pay only. No other allowances or bonus amounts are paid. As per the guidance, anyone earning below their usual pay e.g. maternity leave at the snapshot date in April is excluded.

We acknowledge that some of our teams do not identify with either binary gender. Due to the current government guidance and calculations, we are only able to report on men and women.

MEAN PAY GAP

The Mean Pay Gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage across the theatre.

Our Mean Pay Gap is **4.1%**. This figure represents the extent to which women earn, on average, less per hour than their male colleagues. There has been a 0.2% increase since 2023, up from 3.9%.

MEDIAN PAY GAP

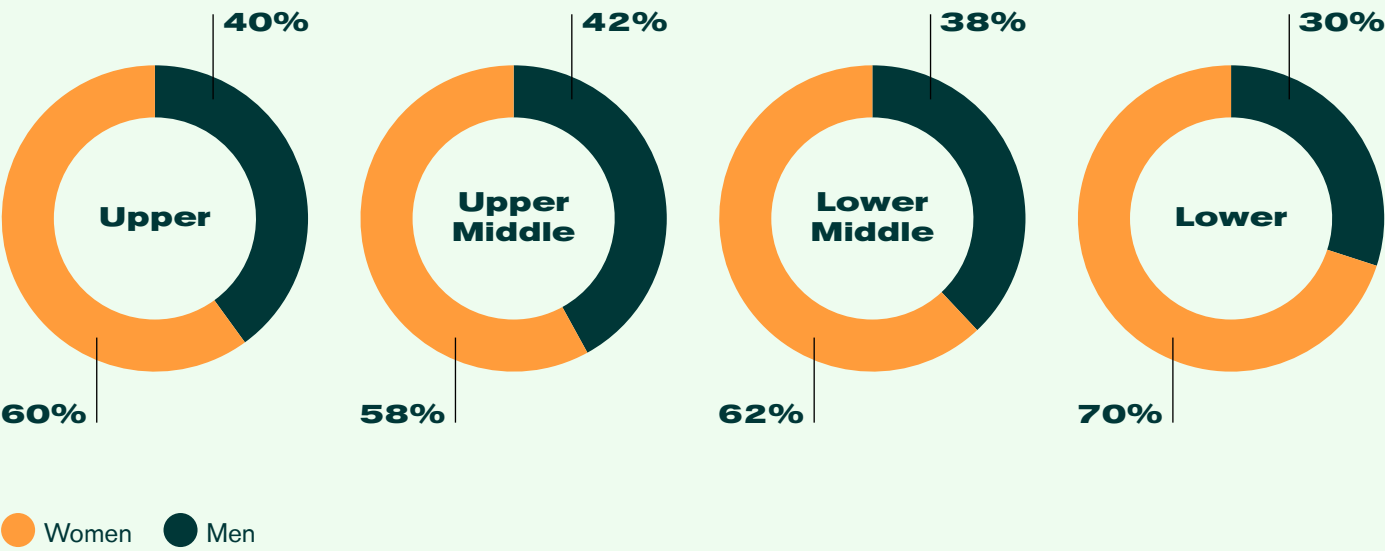
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; so the Median Pay Gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Our Median Pay Gap is **6.8%**. This figure suggests that on average women earn 93.2p for every £1 earned by men. The Median Pay Gap in 2023 was 3.3%.

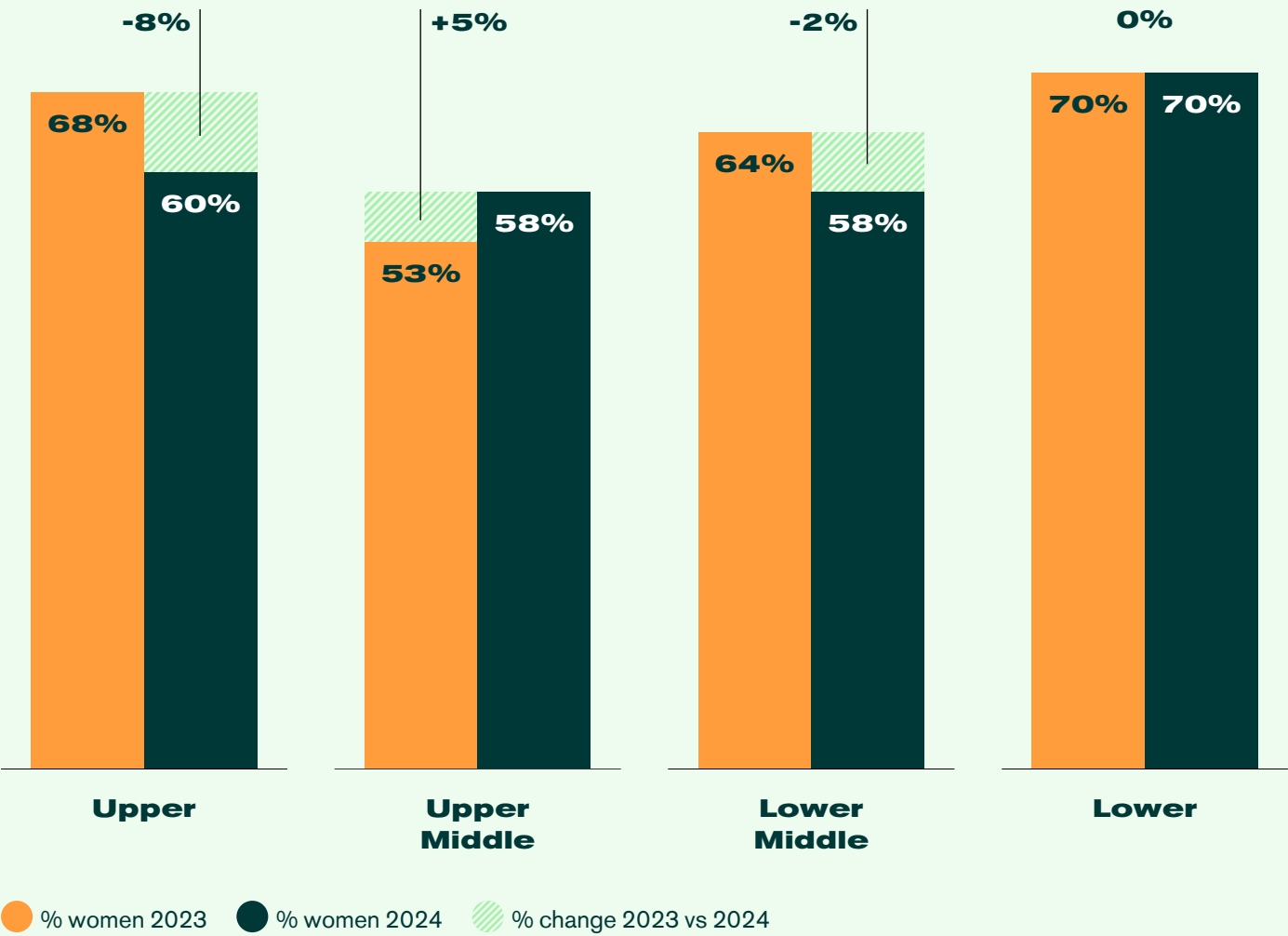
This year's increase is mainly attributed to an uneven spread of men and women across our three entities, with one entity being overrepresented by higher paid women and another overrepresented by higher paid men. There are a number of other factors affecting this which are detailed in the section below entitled Factors Affecting Our Gender Pay Gap.

PAY QUARTILES

Pay quartiles are calculated by splitting all relevant employees into four even groups according to their level of pay. Below is a breakdown of the % of men and women occupying each of the pay quartiles.



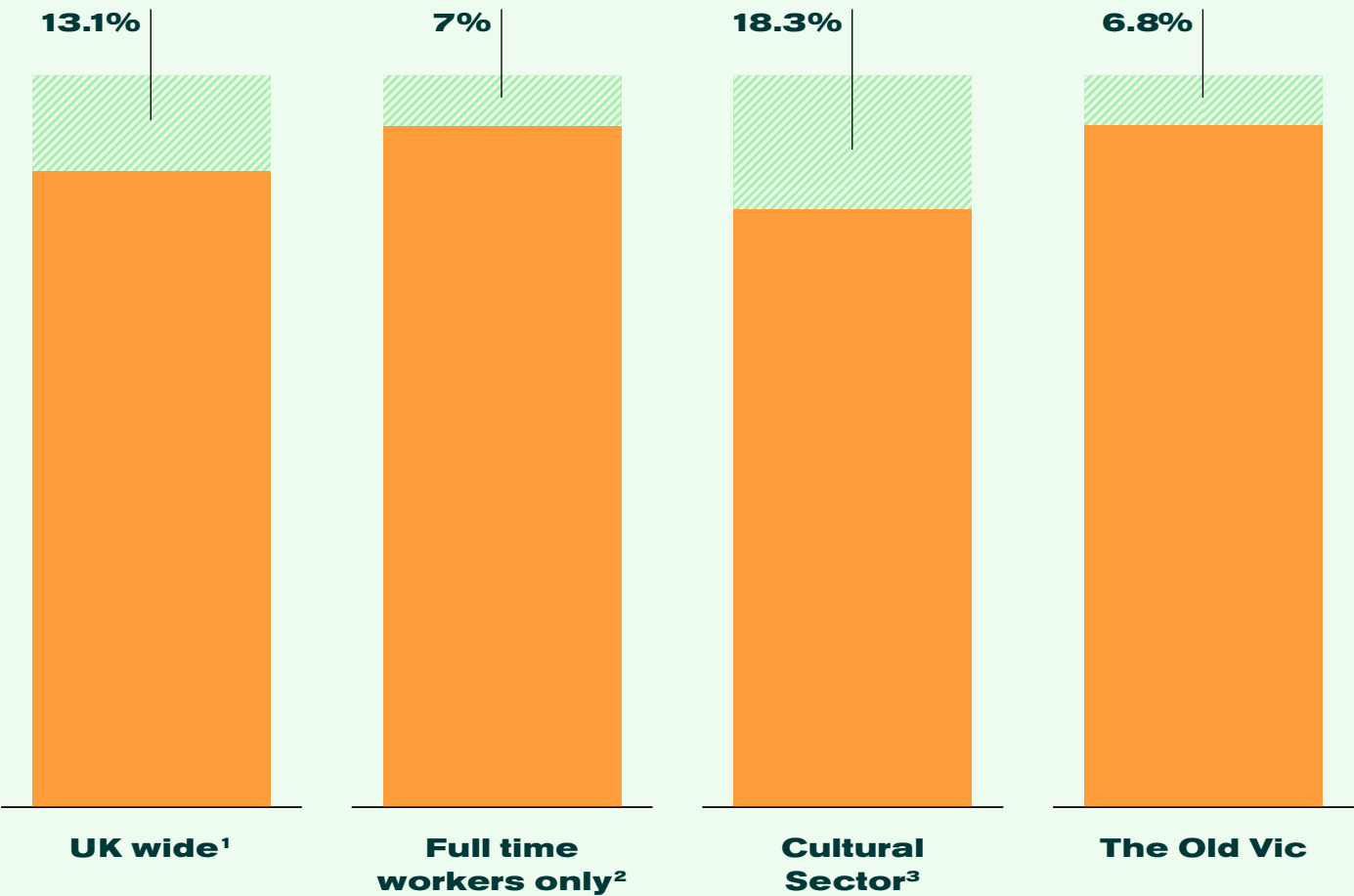
CHANGES AND INSIGHTS IN PAY QUANTILES (2023 VS. 2024)




UNDERSTANDING OUR GENDER PAY GAP

In comparison with UK and cultural sector Gender Pay Gaps we are pleased to report a low Mean Pay Gap within the threshold (+/-5%) set by the Equality and Human Rights Commission. However, our Median Pay Gap has increased since 2023 and now exceeds this threshold.

Whilst we are lower than the UK national average, there is still work to do.



 Mean gap

¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

³ <https://www.gov.uk/government/statistics/economic-estimates-earnings-2024-for-dcms-sectors#:~:text=Employees%20in%20the%20creative%20industries,Released>

FACTORS AFFECTING OUR GENDER PAY GAP

When we analyse our data by department, it is important to note that the proportion of men and women working in each department is relevant where there is an over representation of one gender i.e. a department with 10% women and 90% men will have low/zero pay gap if the women that it does have are as equally spread across the workforce as men (e.g. 10% of the highest paid jobs are held by women and 10% of the lowest paid jobs).

There are some specialisms that are underrepresented by women at The Old Vic and generally across the arts sector, such as Technical. In contrast to this, other teams such as Development and Marketing are overrepresented by women. It is the gender imbalance combined with varying pay rates in specialisms that drive a larger Gender Pay Gap. Although we have seen an increase in the Median Pay Gap since 2023, maintaining a low Gender Pay Gap requires ongoing action. Achieving a more equal gender balance across all departments — especially in higher paid areas — is essential to ensuring fair and sustained progress.

Due to our structure, the gender of the Executive Team will always have a significant impact on our Gender Pay Gap as the highest paid roles. For instance, in its current format, if our Artistic Director were a woman, our Mean Gender Pay Gap would be — 2.2% (in favour of women) and our Median Gender Pay Gap would be 5.8%.

IMPROVING OUR GENDER PAY GAP

There are many things that contribute to a Gender Pay Gap, some of which are within our direct control and some of which are not.

We're committed to aiming for a zero Gender Pay Gap in both mean and median pay as far as possible. Here are some of the actions we are currently working on:

Belonging and Inclusion Strategic Plan (BISP)

Continuing to work on our action plan as detailed in our BISP — the priorities of which you can read more about [here](#). These include training on unconscious bias, ensuring our managers are equipped to treat all staff equally, improving our culture, opportunities and pathways for work experience and training for underrepresented groups.

Recruitment

Undertaking a review of our careers site and considering how inclusive the information is, alongside taking positive action where appropriate to encourage men and women into relevant vacancies where there may not be an even spread of genders.

Data monitoring

Regularly reviewing our equality monitoring information by department, level and specialism to ensure we can accurately track trends, representation and gaps.

Talent

Continuing to look at ways we can support underrepresented groups into employment in the theatre to even the spread of men, women and non-binary people across our departments. This includes encouraging women in our backstage and Technical roles and investing in the professional development and growth at the theatre of certain groups.

Policy

Continuing to ensure our policies are family friendly, supportive and inclusive for all groups of staff. Our Menopause policy has been in place for some time. We've recently reviewed our Family Friendly policies to further enhance our paid Partner leave. As a Charter Partner of Parents in Performing Arts (PIPA), we continue to encourage flexibility in our ways of working to attract and retain parents and carers as part of our workforce.

Training

Providing annual training to all our staff on various subjects including inclusion and more specifically menopause awareness and the impact this has on people within the workplace.

Pay benchmarking

Continuing to evaluate our pay to ensure there is pay equity within the theatre and remain committed to ensuring pay equity — which is currently the case — that men and women are paid equally for the same or similar jobs.