



**BIRMINGHAM
HIPPODROME**

REPORT OF HEAD OF HR

Date of Report: 17 May 2022
Report of: Glen Ivison, Head of HR

SUBJECT – GENDER PAY AT BIRMINGHAM HIPPODROME

PURPOSE OF REPORT

To inform Directors and HOD the results of the gender pay gap in our business. This is an internal report though we would need to publish a public report to be displayed on our website and a Government website by the Autumn.

INTRODUCTION

This report details statistics on our gender pay – this will be the fourth set of figures reported. No pay reporting took place for tax year 19/20 in line with Government guidance due to the pandemic. The median is the best representation of the ‘typical’ difference as it is unaffected by the small number of very high earners. All Government reports and surveys use the median figure when reporting on gender pay. As at 31 March 2022 we had a median gender pay gap of 15.2%, bearing in mind the caveat that this is only a snapshot figure.

The mean gender pay gap (average of all salaries) is 6.8%.

BIRMINGHAM HIPPODROME GENDER PAY COMPARISONS

The gender pay results was determined for the financial year April 2021 to March 2022. This included all permanent and casual staff and all earnings have been pro-rated to their hourly rate of pay so comparisons can be made. Only employees employed on 31 March 2022 were counted.

The results were;

Number of Employees

Male

177 made up of 131 who work on a casual basis and 46 on a permanent basis.

Female

203 employees made up of 147 who work on a casual basis and 56 on a permanent basis.

Mean Earnings Comparison by Gender

Mean male earnings	£12.27 (2021 was £12.03)
Mean female earnings	£11.43 (2021 was £11.21)

Mean gender pay for all workers is 6.8% (2021 was 6.8%).

The mean gender pay gap for permanent employees is 12.8% and for casual staff 4.5%. For permanent employees, our mean gender pay is accounted mainly within Director level and Assistant level where Technicians are classed who are mainly male.

Median Earnings Comparison by Gender

Median male earnings	£11.21 (2021 was £10.99)
Median female earnings	£9.50 (2021 was £9.79)

Median gender pay gap is 15.2% (2021 was 10.9%)

The median gender pay gap for permanent employees is 12.1% and for casual staff 15.2%.

Notes

-The current National Minimum Wage is £9.50 per hour and The Real Living Wage is £9.90 per hour. From 1 April 2022 all workers will be paid at least £9.90 per hour.

Earnings by Salary Quartiles

In addition, the number of employees by gender who earned in the following salary quartiles are as follows;

Casual Employees

<u>Salary Quartile</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>%Male/Female</u>
£16.10 per hour or more	0	0	0	0
£12.88 to £16.09	0	0	0	0
£9.66 to £12.87	86	56	142	61%/39%
Less than £9.66	45	91	136	33%/67%

Quartile three mainly casual Technicians and quartile four mainly Visitor Services Assistants.

Permanent Employees

<u>Salary Quartile</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>%Male/Female</u>
£16.10 per hour or more	12	15	27	44%/56%
£12.88 to £16.09	18	13	31	58%/42%
£9.66 to £12.87	12	22	34	35%/65%
Less than £9.66	4	6	10	40%/60%

All Employees

<u>Salary Quartile</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>% Male/Female</u>
£16.10 per hour or more	12	15	27	44%/56%
£12.88 to £16.09	18	13	31	58%/42%
£9.66 to £12.87	98	78	176	56%/44%
Less than £9.66	49	97	146	34%/66%

Quartile three is skewed towards males due to the Technical department, however this has improved over prior years due to the increase in female Technicians. 68% of Technicians are male. Quartile four remains heavily weighted towards females due to the majority of Visitor Services Assistants being women. The organisation still receives more applications from women to work front of house by a ratio of 4:1 explaining 75% of our Visitor Services Assistants are female.

The differences in gender representation in quartiles three and four mainly account for our gender pay gap. This is because Technical staff are paid more than Visitor Services Assistants and Technicians are predominately male due to a UK shortage of female Technicians and Visitor Services Assistant roles appeal more to females.

Leadership

Board of Trustees

Female 5 (45%)

Male 6 (55%)

Senior Leadership team

Directors

Female 2 (33%)

Male 4 (67%)

Leadership team

Heads of Department

Female 8 (67%)

Male 4 (33%)

CONCLUSIONS

It is important to clarify that we pay employees doing the same job the same rate of pay. The gender pay gap calculation is not designed to measure equal pay, rather it measures the distribution of earnings amongst our workforce by gender. In addition, as we have a relatively small permanently employed workforce small changes to our gender profile (especially when broken down by grade and salary bandings) can impact on our percentage figures

Due to the nature of our business casual staff levels can vary considerably throughout the year depending on show requirements. Therefore, in the future our gender pay gap figure may fluctuate depending on the number of casual staff in the business at the time of the calculation of data on the 31 March each year.

More males work in the Technical department who are on a higher hourly rate than Visitor Services Assistants who are predominantly female. Compared to previous years more females work as casual Operatives however the number of male Visitor Services Assistants has remains broadly unchanged.

The main challenge for the business is that our lowest rate of pay is for the role Visitor Services Assistant which attracts more female applications and consequently consist of mainly a female workforce.

In 2021 no bonuses were paid.

ACTION POINTS

- Introduced Flexible Working Policy and Working from Home policy to ensure we are a more family friendly employer.
- Majority of roles involve hybrid working when is it possible,
- In 2020 the leadership team were trained on Inclusion & Unconscious Bias.
- We will continue to explore new ways to increase the number of male Visitor Services Assistants in our business whilst continuing to increase the number of new female Technicians/Operatives when we recruit for these roles.
- Introduced entry level apprenticeships.
- Introduced planned placements.
- Currently Visitor Services Assistants are paid £9.90 per hour and all Technical Operatives are on £11.68. Market rates determine differences in pay for these two roles and we receive significant numbers of applications for Visitor Services Assistants (200+ per campaign). There is a UK skills shortage of Technicians following the pandemic which is pushing up the market rate pay for Technician roles.