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Report of: Data and narrative from Dawn Conlon, Payroll & Benefits Manager and Thomas Valentine, Head of People

**SUBJECT – GENDER PAY AT BIRMINGHAM HIPPODROME**

**PURPOSE OF REPORT**

To inform Directors the results of the gender pay gap in our organisation.

**INTRODUCTION**

This report details statistics on our gender pay – this will be the sixth set of figures reported. The gender pay gap calculation is not designed to measure equal pay, rather it measures the distribution of earnings amongst our workforce by gender. All Government reports and surveys use the median figure when reporting on gender pay. Based on a snapshot date of 5 April 2024 we had a median gender pay gap of 5.6%.

The mean gender pay gap (average of all salaries) is 7.43%. Last year it was 7.36% to two decimal points.

**Key**

**Bold** = Statistics required for Government reporting

*Italics* = Statistics for internal analysis and reporting only

**BIRMINGHAM HIPPODROME GENDER PAY COMPARISONS**

The gender pay results were determined based on a snapshot date of 5 April 2024. This included all employees and flexible workers on our payroll during the snapshot period. All earnings are based on their hourly rate.

The results were;

**Number of Employees**

Male

151 people made up of 93 flexible workers and 58 employees. In 2023 we had 154 people made up of 103 flexible workers and 51 employees.

Female

213 people made up of 136 flexible workers and 77 employees. In 2023 we had 199 people made up of 127 flexible workers and 72 employees.

**Mean Earnings Comparison by Gender**

Mean male earnings £15.07 (2023 was £13.45)
Mean female earnings £13.95 (2023 was £12.46)

*The mean gender pay gap for permanent employees is 12.7%,(2023 was 13.7%)*

This is a 1% improvement since last year, which is positive especially considering we have an additional 7 male employees, compared to an additional 5 female employees. For permanent employees, our mean gender pay is influenced mainly within the Director level.

*The mean gender pay gap for flexible workers is 1.8%, lower than last year at 4.3%.*

The mean gender pay gap for flexible workers is much lower than in 2023, predominantly from the increase in female technicians, and the 10% increase in the Real Living Wage that affected predominantly Visitor Services Assistants closing the gap between their wage and that of the technicians who are still predominantly male.

**Mean gender pay for all workers is 7.4% (2023 was 7.4%).**

The overall gender pay for all workers has remained the same as last year on 7.4%, even with a reduction in the mean gap for both permanent and flexible workers. There are more employees and less flexible workers and therefore even though permanent employees and flexible workers mean gap has lowered, overall it has remained consistent.

**Median Earnings Comparison by Gender**

Median male earnings £13.06 (2023 was £11.68)
Median female earnings £12.77 (2023 was £11.50)

**The median gender pay gap is 5.7% (2023 was 1.5%).**

The reason for the shift is that the median point for the male salaries falls on a Technician rate, and the median point for the female salaries falls on an Information & Sales Assistant rate, which is a lower paid role. This is also due to change in number of flexible workers and employees across the two genders.

*The median gender pay gap for permanent employees is 7% (2023 was 8.5%) and for flexible workers 8.1% (2023 was 15.2%).*

The difference within flexible workers is because the Upper Middle quartile consists of 80% Technical Services (where 40% are female, and 60% male). Visitor services make up 46% of the Lower Middle quartile, and 98% of the Lower quartile (combined where 67% are female, and 33% male). Visitor Services are on a lower hourly rate than those in Technical Services due to the nature of their role, see below.

**Earnings by Salary Quartiles**

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

**All Employees**

Quartiles Male Female % Male/Female

**Upper 44 47 48%M/52%F
Upper middle 50 41 55%M/45%F
Lower middle 27 64 30%M/70%F
Lower 30 61 33%M/67%F**

Bonuses

**For the financial year 23/24 two males were paid a bonus accounting for 1.3% of the male workforce.** **The median bonus pay gap is 100%. The mean bonus pay gap was 100%.**

**CONCLUSIONS**

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. If the gender pay report was based on the number of employees alone and did not include flexible workers we would fall outside of the reporting requirements.

Due to the nature of our organisation, flexible workers staffing levels can vary considerably throughout the year depending on show requirements. Therefore, our gender pay gap figures may fluctuate year on year depending on the number of flexible workers in the organisation. This information is only based on one snapshot date in the year.

The main challenge in closing our pay gap for the organisation is that our lowest rate of pay roles such as Visitor Services Assistants and Information & Sales Assistants are positions which attract more female applicants and consequently more females in those posts.