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Report of: Data and narrative from Thomas Valentine, Head of People, Culture & Talent & Lauren Rawlins, People, Culture & Talent Coordinator

SUBJECT – GENDER PAY AT BIRMINGHAM HIPPODROME

INTRODUCTION

This report details the sixth set of gender pay gap figures reported by Birmingham Hippodrome.

The gender pay gap calculation is not designed to measure equal pay. Rather, it measures the distribution of earnings amongst our workforce by gender. Equal pay is a separate consideration and relates to whether men and women receive equal pay for equal work.

Based on a snapshot date of 5 April 2026, Birmingham Hippodrome has a median gender pay gap of 0%, compared with 3.2% in 2025. The mean gender pay gap is 5.6%, compared with 6.1% in 2025.

The movement in the median gender pay gap is positive and reflects changes in the composition of the workforce and the roles sitting at the midpoint of male and female earnings. The mean gender pay gap has remained broadly stable.

Key

Bold = Statistics required for Government reporting

BIRMINGHAM HIPPODROME GENDER PAY COMPARISONS

The gender pay results were determined using a snapshot date of 5 April 2026. This included all employees and flexible workers on our payroll during the snapshot period. All earnings are based on hourly rates. The results were;

Number of Employees

Male

179 people made up of 120 flexible workers and 59 employees. In 2025 we had 174 people made up of 114 flexible workers and 60 employees.

Female

226 people made up of 153 flexible workers and 73 employees. In 2025 we had 233 people made up of 147 flexible workers and 86 employees.

The overall workforce has therefore remained relatively consistent in size, although there has been a change in the gender composition, with a reduction in the number of female employees and an increase in the number of female flexible workers.

Mean Earnings Comparison by Gender

Mean male earnings	£16.39 (2025 was £15.52)
Mean female earnings	£15.47 (2025 was £14.58)

Mean gender pay for all male and female workers is 5.6% (2025 was 6.1%).

The mean gender pay gap has reduced by 0.5 percentage points since 2025. The mean figure is influenced by the distribution of men and women across different roles and pay levels, particularly within the permanently employed workforce. And is influence by wage compression with the rise in Real Living Wage and the different standard pay increases of 3.6% and 5.2%.

Median Earnings Comparison by Gender

Median male earnings	£14.36 (2025 was £13.65)
Median female earnings	£14.36 (2025 was £13.21)

The median gender pay gap for all male and female workers is 0% (2025 was 3.2%).

The movement in the median gender pay gap is positive. In 2026, the median hourly rate for both male and female workers falls at the Technician rate. In 2025, the median male rate fell at the Technician rate, while the median female rate fell at the Information & Sales Assistant rate.

This demonstrates how changes in workforce composition and the roles occupied by men and women can have a significant impact on the annual median figure, particularly within a relatively

Earnings by Salary Quartiles

The distribution of male and female employees across the four salary quartiles is:

All Employees

Quartiles	Male	Female	% Male/Female
Upper	**47**	**54**	**47%M/53%F**
Upper middle	**55**	**46**	**54%M/46%F**
Lower middle	**44**	**57**	**44%M/56%F**
Lower	**33**	**69**	**32%M/68%F**

The quartile analysis provides useful context to the overall gender pay gap.

Female representation is strong within the Upper quartile, where women account for 53% of the workforce. This indicates that the gender pay gap is not primarily driven by an under-representation of women in the highest-paid quartile. However of the 6 Directors who are the highest paid in the organisation there are 4 men to 2 women.

The more significant difference is within the Lower quartile, where women account for 68% of the workforce. This reflects the concentration of women in roles such as Visitor Experience, which have lower hourly rates than some of the predominantly male technical roles.

The data therefore indicates that occupational segregation, rather than a consistent difference in pay across the workforce, is an important factor influencing the overall gender pay gap.

This should not be interpreted as an equal pay assessment, which is a separate exercise.

Bonuses

For the financial year 2025/26, one male employee was paid a bonus, accounting for 0.5% of the male workforce and 0% of the female workforce.

The median bonus pay gap is 100% and the mean bonus pay gap is 100%.

The bonus figures should be considered in context, as only one male employee received a bonus during the reporting period and no female employees received a bonus. As a result, the 100% bonus pay gap is a consequence of a single payment and does not indicate a widespread difference in bonus payments across the workforce.

Key Analysis

The 2026 results show a broadly positive movement in Birmingham Hippodrome's gender pay position.

The median gender pay gap has reduced from 3.2% in 2025 to 0%, with the median hourly rate for both male and female workers now falling at the Technician rate.

The mean gender pay gap has remained broadly stable, reducing slightly from 6.1% to 5.6%. The mean gap is more affected by the distribution of employees across different roles, grades and pay levels.

The quartile data provides further context. Women are well represented within the highest-paid quartile, accounting for 53% of the Upper quartile workforce. However, women remain disproportionately represented within the Lower quartile, accounting for 68%.

The available analysis indicates that the remaining gender pay gap is therefore primarily associated with the gender composition of particular roles and occupational segregation. In particular, female employees are more highly represented in lower-paid Visitor Experience roles, while male employees remain more highly represented in Technical Services roles.

The increase in female representation within Technical Services is a positive development and demonstrates the potential for changes in occupational representation to influence the gender pay gap over time.

The impact of the Real Living Wage increase is also relevant, as this has predominantly affected the lower-paid Visitor Experience workforce and has helped to narrow the difference between these roles and higher-paid technical roles.

Conclusions

As Birmingham Hippodrome has a relatively small permanently employed workforce, relatively small changes in the gender profile, particularly when broken down by grade, role and salary banding, can have a significant impact on the percentage figures.

The inclusion of flexible workers is also important when considering the results. Flexible worker staffing levels can vary considerably throughout the year depending on show requirements, and the gender pay gap may therefore fluctuate year on year depending on the composition of the flexible workforce at the snapshot date.

The gender pay gap figures are based on one snapshot date and should therefore be considered as an indicator of the organisation's current position rather than a complete representation of the gender pay profile throughout the year.

The 2026 results demonstrate a positive movement in the median gender pay gap, which has reduced from 3.2% to 0%, while the mean gender pay gap has remained broadly stable at 5.6%.

The analysis also highlights that the remaining gap is primarily associated with the distribution of men and women across different roles and pay levels. In particular, women remain more highly represented in lower-paid Visitor Experience roles, while men remain more highly represented in Technical Services roles.

The organisation's focus should therefore continue to be on understanding and addressing occupational segregation, supporting equitable progression and development, and ensuring that recruitment activity encourages a diverse range of candidates across all areas of the organisation.

This approach will allow Birmingham Hippodrome to monitor the gender pay gap over time while also addressing the underlying workforce composition factors that contribute to the figures.