

*Picture
house*

April 2023



Summary

We are committed to promoting equality of opportunity in all our working practices.

Our aim is to ensure that our workforce reflects the diversity of our customers. Every employee is treated with dignity and respect and given the opportunity to reach their full potential for the mutual benefit of the business and our employees.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2023.



Calculations

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. The calculations are based on pay and bonus data at 5th April 2023.

Average gender pay gap as a mean average

1.92%

Average gender pay gap as a median average

0.14%

QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	50.6%	49.4%
LOWER MIDDLE	43.0%	57.0%
UPPER MIDDLE	50.6%	51.4%
UPPER (HIGHEST PAID)	41.6%	58.4%

BONUS CALCULATIONS

- BONUS GENDER PAY GAP AS A MEAN AVERAGE
-50.73%
- BONUS GENDER PAY GAP AS A MEDIAN AVERAGE
16.91%
- PROPORTION OF MEN AND WOMEN RECEIVING A BONUS
93.27% of Females received a bonus
92.15% of Males received a bonus



Commentary

The 2023 Gender Pay Gap Report presents notable trends and disparities in pay and bonus distribution between male and female employees within the organization.

There is a slight decrease in the proportion of female employees in the lower quartile in 2023 from 2022. This suggests a positive trend towards an increase of female employees in the higher quartiles.

While there was a marginal increase in the proportion of female employees in the lower middle, the proportion of male employees in this quartile also decreased slightly. This suggests a relatively stable but slightly improving scenario in terms of gender balance.

There has been a higher proportion of female employees in the upper middle quartile in both 2022 and 2023. This suggests a persistent trend where women are relatively more represented in this segment compared to the lower quartiles.

Although the proportion of male employees remains higher in the upper quartile, there was a decrease from 2023. The proportion of female employees increased, indicating a gradual improvement in gender representation in the highest pay band. This is also represented in the bonus payments.

Picturehouse continues to encourage our female employees to take on roles that are more senior and ensure that all development programmes are available to everyone irrespective of their gender.

Picturehouse remains committed to continuing its good work in the whole area of gender pay in the years to come.

DIRECTOR'S SIGNATURE

I, Shaun Jones, Vice President of Operations, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read "Shaun Jones".

Signed

21st March 2024
