

GENDER PAY GAP REPORT 2018

LW THEATRES GROUP LTD. GENDER PAY GAP REPORT 2018

LW Theatres Group is committed to addressing and ensuring gender balance in our team. We are proud of the percentage of women we employ and that we compensate and promote people based on their roles, experience and performance.

Our gender pay gap is heavily influenced by us having fewer women in technical positions than men. We believe that real progress is achieved through influencing business culture and so in 2018 began introducing gender neutral job titles for technical roles and engaged with external experts on further strategies to attract more women to technical roles. We're working with the Andrew Lloyd Webber Foundation to create school partnerships to raise awareness of theatre roles at a grassroots level. In addition we're working with PiPA (Parents in Performing Arts) on our desire to attract, support and retain a more diverse and flexible workforce.

We are making positive steps, but we know there is much more we can do. It will be a long journey but we are taking it very seriously. As we look further ahead, we remain committed to engaging all levels of our business to encourage, support and maintain a diverse and inclusive working environment.



Rebecca Kane Burton
CEO, LW Theatres Group Ltd.

TAKING ACTION TO REDUCE OUR PAY GAP

LW Theatres Group is passionate about fairness and equality and we are committed to having a diverse and inclusive workforce. We have an excellent track record in employing women. 50% of our Executive Leadership team are women, 43% of our Board are women and we have a female Chief Executive.

We want to improve our gender balance at all levels of LW Theatres Group and are working on various initiatives to do this:

- Promote a culture of inclusion through offering flexible working initiatives and providing on-going training to managers on fair recruitment processes and unconscious bias, to help break down the practical and perceived barriers to progression. We have also recently introduced a competitive maternity/shared parental leave package.
- Support and encourage women to take career paths in parts of our operation which have traditionally been male dominated - in particular technical roles. By promoting such career opportunities through the work we do with the Andrew Lloyd Webber Foundation and its excellent work with schools, introducing gender neutral job titles for technical jobs, and by offering starting opportunities in roles where women are historically under represented, we aim to make a real difference in this area.
- Raising awareness of the breadth of careers in theatre by continuing partnerships with Get Into Theatre, Inspiring The Future of Theatre and BECTU amongst others to ultimately improve diversity and representation of women in our theatres.

WHAT IS GENDER PAY GAP REPORTING?

Under legislation that came into force in 2017, all UK companies who employ more than 250 people are required to publish figures relating to their gender pay gap. Whilst no entity within LW Theatres Group meets the threshold we are voluntarily sharing information about our gender pay gap and representation across our group.

The gender pay gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in the organisation. The gender pay gap takes account of average hourly earnings across all jobs, at all levels and all salaries, within the organisation. Many factors cause gender pay gaps, even in organisations where men and women are paid the same to do the same job.

At LW Theatres Group, men and women are paid equally for the same job and jobs of equal value.

OUR 2018 GENDER PAY GAP DATA

MEAN

Everybody's hourly pay added up and divided by the total number of employees.

16.14%*

Mean hourly pay gap.

-50.93%

Mean bonus gap.

*in favour of men
minus figures denote in favour of women

MEDIAN

Everybody's hourly pay ordered from highest to lowest, with the median being the middle figure within a set of data.

23.33%*

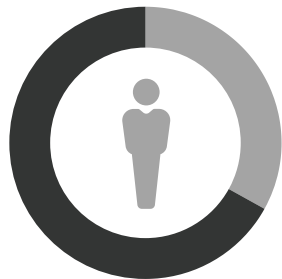
Median hourly pay gap.

21.52%*

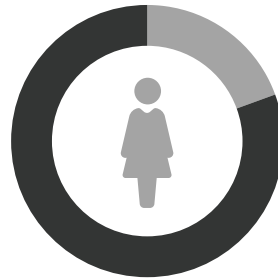
Median bonus gap.

BONUS PAY

The proportion of males and females receiving a bonus payment.



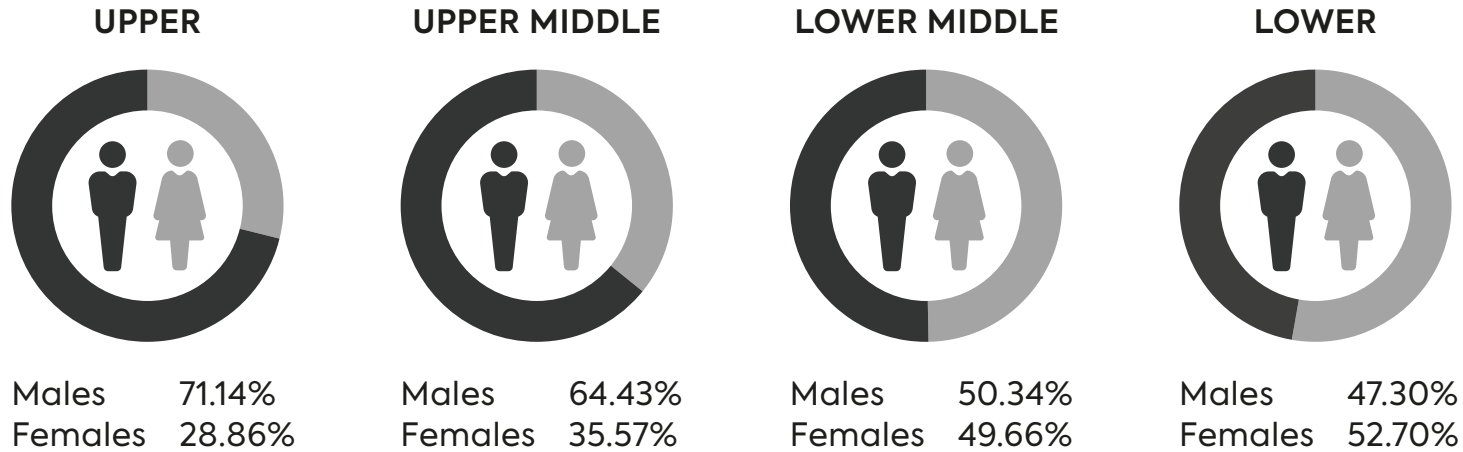
32.85%



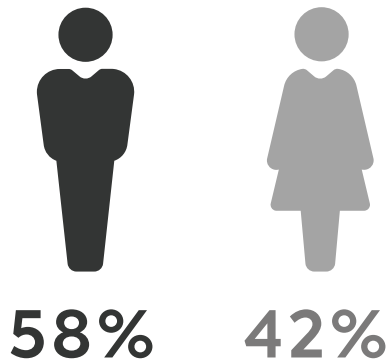
19.35%

PAY QUARTILES

The proportion of employees in each quartile pay band:



GENDER RATIO



OUR RESULTS EXPLAINED

The main reason why we have this gender pay gap is that there is an under-representation of women in technical roles in our Backstage team. 32.5% of our total male workforce work in a backstage position as opposed to only 8.5% of our female workforce. The members of our Backstage/technical team have typically been in their jobs for many years, and the combination of their skills and experience, Union Graded pay rates and anti-social hours mean that these roles are more highly paid than the roles occupied by most of our female employees.