



THE ARTS CLUB

GENDER PAY GAP REPORT

2022-2023



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The Arts Club 2022/2023 Gender Pay Gap Report

At The Arts Club, we believe that diversity and inclusion are not only fundamental values but also essential drivers of our success. We recognize the importance of ensuring that every member of our team, regardless of gender, is treated fairly and equitably in all aspects of their employment, including compensation.

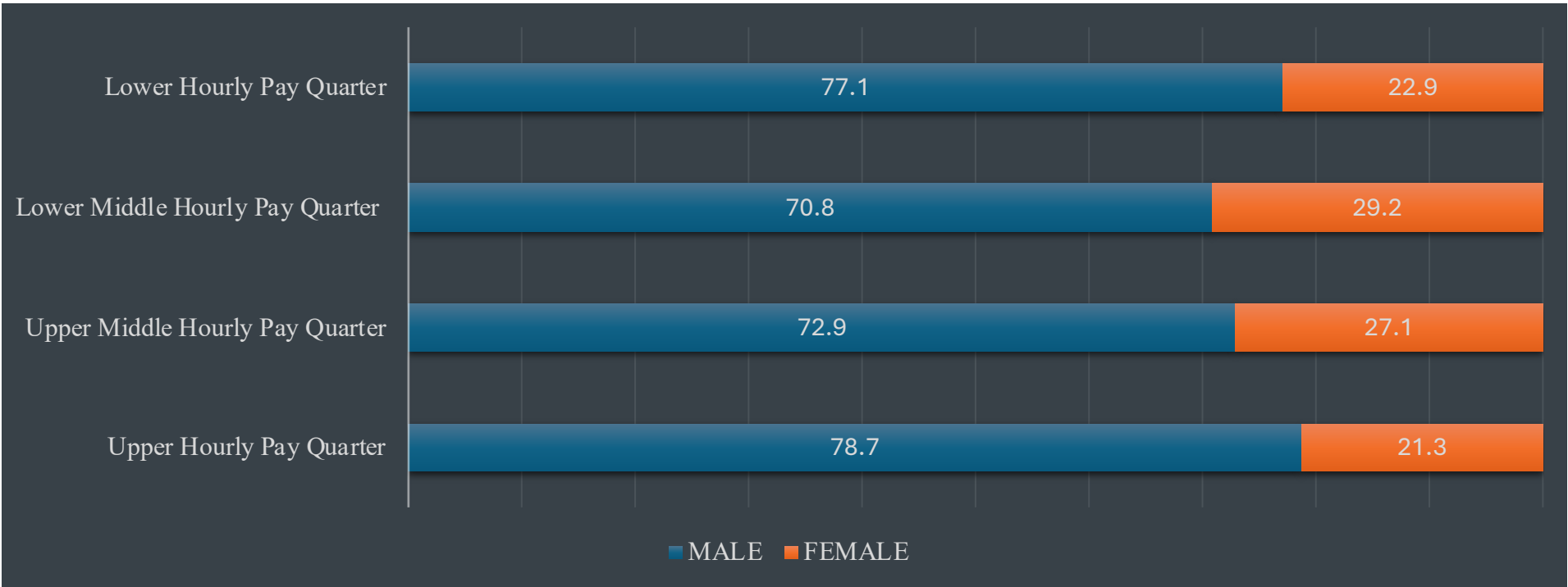
To that end, we have undertaken a review of our current pay structures to identify any gender-related disparities. Our analysis revealed a noticeable skew towards male employees across various job roles. However, we are committed to ongoing monitoring and regular reviews to ensure that our compensation practices remain fair and just.

Furthermore, we understand that equality goes beyond just pay. We are actively working to create an inclusive workplace culture that values and respects the diverse perspectives and contributions of all our team members. This includes implementing training programs, mentorship opportunities, and policies that promote equal opportunities for professional growth and development.

We encourage open dialogue on these important matters and welcome any feedback or suggestions from our members and employees. It is through collaboration and continuous improvement that we can truly create a workplace that reflects our commitment to equality.

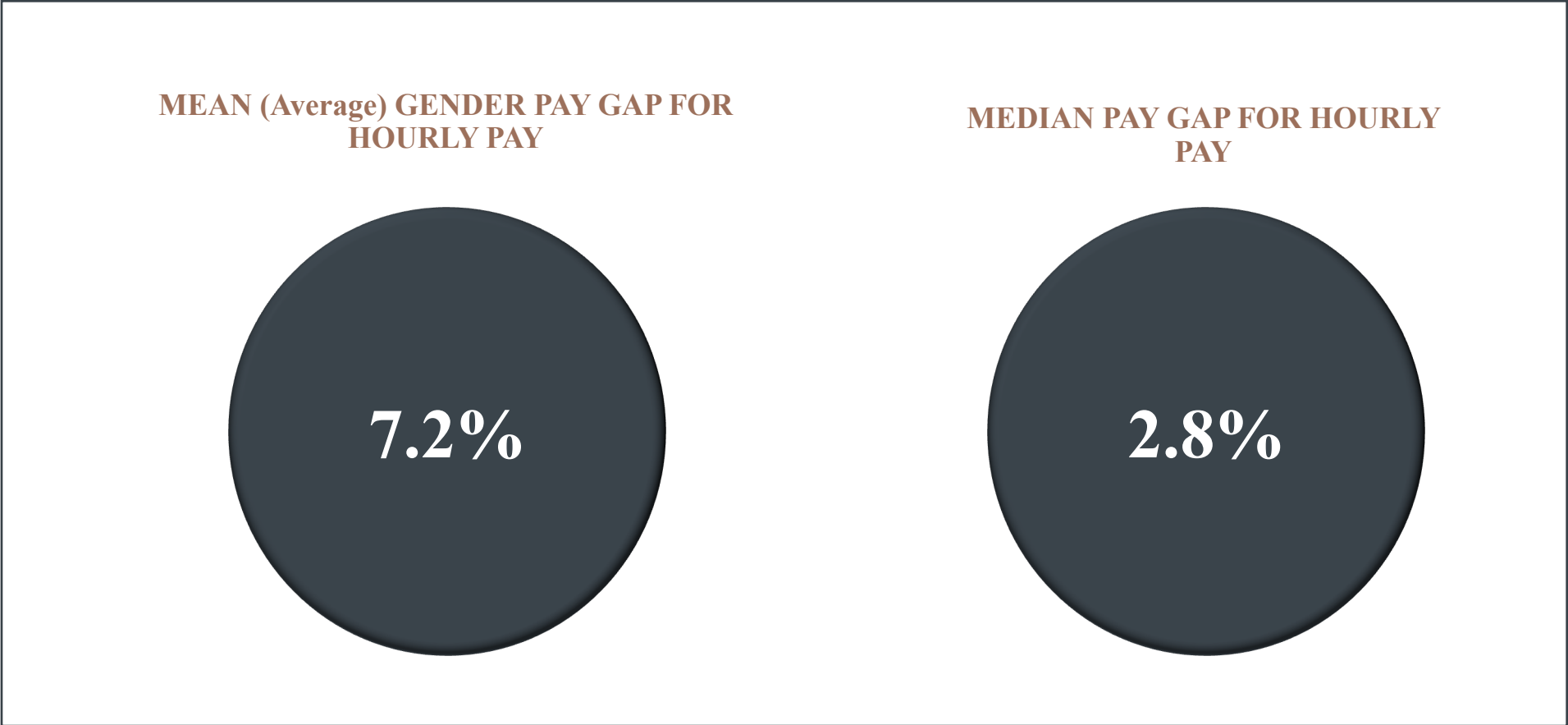
The Arts Club embraces diversity, promotes equality, and ensures a positive and inclusive experience for everyone.

PERCENTAGE OF MALE AND FEMALE TEAM MEMBERS IN EACH PAY QUARTER



We have ranked all the full pay relevant employees from the highest to the lowest paid, divided the total number of employees in four quarters. Based on the number of male and female employees in each quarter we calculated the percentage of male and female in each of the four quarter.

In the upper hourly pay quarter we have 37 male and 10 females, In upper middle hourly pay quarter we have 35 male and 13 females, In lower middle hourly pay quarter we have 34 male and 14 females, In lower hourly pay quarter we have 37 male and 11 females based on our full pay relevant employees.



We have a total of 143 male and 48 female employees under full pay relevant employees, with the mean (average) hourly pay rate for male being £19.2 and for female being £17.8. And the median hourly pay for female is £15.0, while the median hourly pay for male is £15.4. This difference in pay rates contributes to the gender pay gap at the club.

The mean and median gender pay gap in hourly pay can be attributed to several factors, including the distribution of male and female employees across different quarters. For example, each hourly pay quarter is heavily male dominated, with 70% or more being male, while the females in each pay quarter is 22% or more. This uneven distribution of male and female employees across quarters can contribute to the gender pay gap.



MEAN BONUS GAP

37.1%

MEDIAN BONUS GAP

0%

The mean (average) gender pay gap for bonus pay at TAC is 37.1%, The Arts Club has a total of 136 male employees and 60 female employees who received a bonus. This difference contributes to the gender pay gap at the club. The median gender pay gap for bonus pay, however, is 0%, with female receiving the same bonus pay as male. This suggests that while the mean (average) bonus pay for female is significantly lower than that of male, the median bonus pay for female is equal to that of male.

The gender pay gap in bonus pay can be attributed to several factors, including the distribution of male and female employees across different quarters. Each pay quarter is heavily male dominated, with 70% and more being male, while the females in each pay quarter is 22% and more. This uneven distribution of male and female employees across quarters can contribute to the gender pay gap in bonus pay.

At The Arts Club, we are steadfast in our commitment to fostering a culture of diversity and inclusion, ensuring that all employees feel valued and respected regardless of gender. While progress has been made, we acknowledge the persistence of the gender pay gap. We actively address this by implementing initiatives to promote gender equality in recruitment and career development. Transparency and accountability guide our actions as we strive to close the gap, believing that by embracing diversity, we foster innovation and excellence in our company.

The calculations, data and assertions contained in this statement have been fully assured by Christian Oliver, Director of People & Culture, who has confirmed that the methodology provided in the statutory guidance “preparing your data” updated 15 March 2023 have been applied correctly. This statement confirms that the published information is accurate at the time of publishing and is signed by Christian Oliver.