

# The Glasshouse International Centre for Music

## Gender Pay Gap Report 2024

**Our Commitment to Equality** We want everyone—no matter their background, race, ethnicity, or gender—to have the same opportunities to grow and succeed. Pay equity matters to us, and our gender pay gap isn't about men and women being paid differently for the same job. Instead, it reflects how our workforce is structured.

**Understanding the Gender Pay Gap** This report is based on payroll data from 5 April 2024. Below, you'll find the difference in average hourly pay between men and women. Since we don't offer bonuses, that part isn't included.

### Hourly Pay Gap

- **Mean hourly pay:** Males £16.92 | Females £17.92 (-7.12% difference)
- **Median hourly pay:** Males £13.17 | Females £13.71 (-4.10% difference)

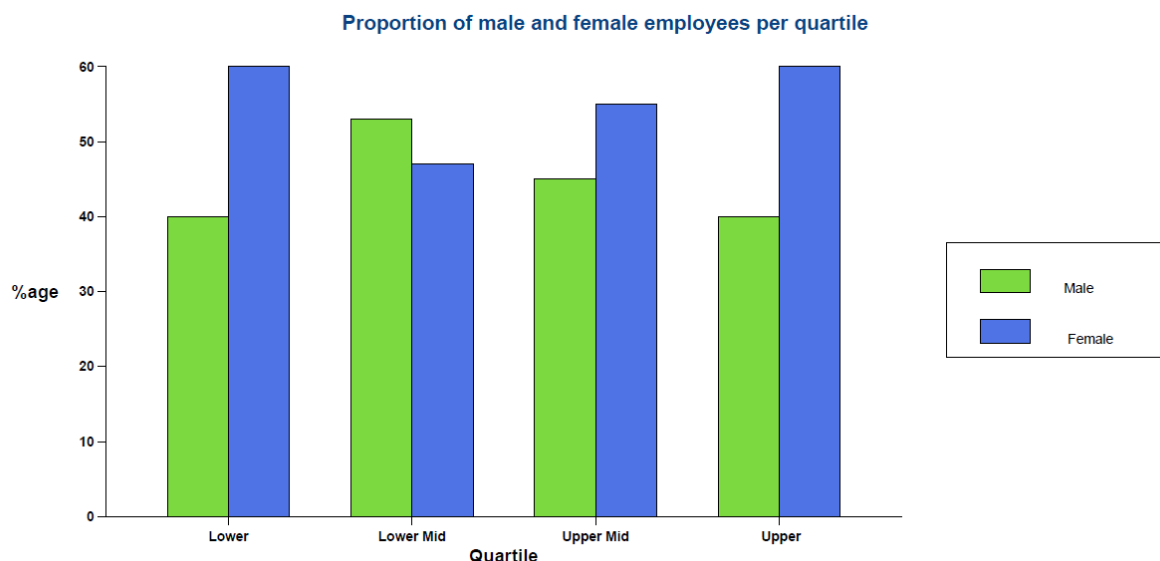
	<u>Mean (Average)</u>	<u>Median (Mid-range)</u>
Hourly Pay Gap	-7.12%	-4.10%

### Gender Representation Across Pay Quartiles

Our team is split into four pay quartiles, showing the distribution of male and female employees:

#### Hourly Rate Quartiles

<u>Gender</u>	<u>Lower (100)</u>	<u>Lower Middle (100)</u>	<u>Upper Middle (100)</u>	<u>Upper (100)</u>
Male	40 – 40.00%	53 – 53.00%	45 -45.00%	40 – 40.00%
Female	60 – 60.00%	47 – 47.00%	55 – 55.00%	60 – 60.00%



These figures show that, on average, women earn more than men at The Glasshouse and are more represented in higher pay brackets—highlighting real progress in gender pay equity.

## What Does This Mean?

We're making progress in gender pay equity, with more women in higher-paying roles. But we also need to keep an eye on representation across all levels to ensure fair opportunities for everyone.

## What's Next?

We're always looking for ways to support our people. Here's what we're focusing on:

- **Fair & Inclusive Hiring:** We'll keep refining our recruitment process to be as open and fair as possible, using equality and diversity data to drive improvements.
- **Building EDI into Everyday Work:** Each department is making EDI a core part of their strategy and day-to-day operations.
- **Flexible Working & Maternity Support:** We know flexibility is key, so we're continuing to offer flexible working options and enhanced maternity support to retain and develop female talent.

We're committed to making The Glasshouse a place where everyone can thrive.

I confirm that the data in this report is accurate and based on payroll data as of 5 April 2024.