

The Lowry Gender Pay Gap.

Snapshot: Wednesday, 5 April 2017



What does 'gender pay gap' mean?

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce.

What information is being reported?*

All employers with 250 or more employees must calculate and publish the following data:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women the organisation receiving a bonus pay

*Data as of 5/4/17 (A 'snapshot' date chosen by the government)

The Lowry

The Lowry operates as two separate companies; The Lowry Centre Limited and The Lowry Centre Trust. As neither of these companies exceed the 250 employee threshold, neither are legally required to publish their data. (Nor does the law allow The Lowry to combine the data and report as a group.)

However, The Lowry has chosen to voluntarily publish both sets of data on the government website and, through this report, outline the combined data for The Lowry as one entity.

This data is displayed below in the form of six pie charts. The first two display the overall gender pay gap for salaries and bonuses. The remaining four display our salary data in four pay quartiles – from the highest paid in quartile one, to the lowest paid in quartile four.

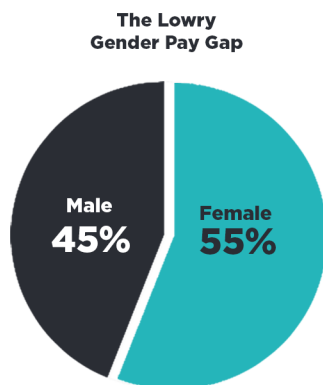
What does the combined company data show?

The Lowry's gender pay gap is smaller than both the national and the arts & culture sector average.

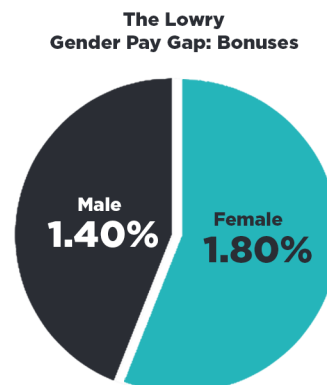
Our workforce is relatively gender neutral – at all levels.

For half of our organisation (those in quartiles three and four) there is effectively 0% gender pay gap. (Those quartiles largely comprising roles paid by the hour, where every member of staff receives the same, set rate of pay regardless of length of service.)

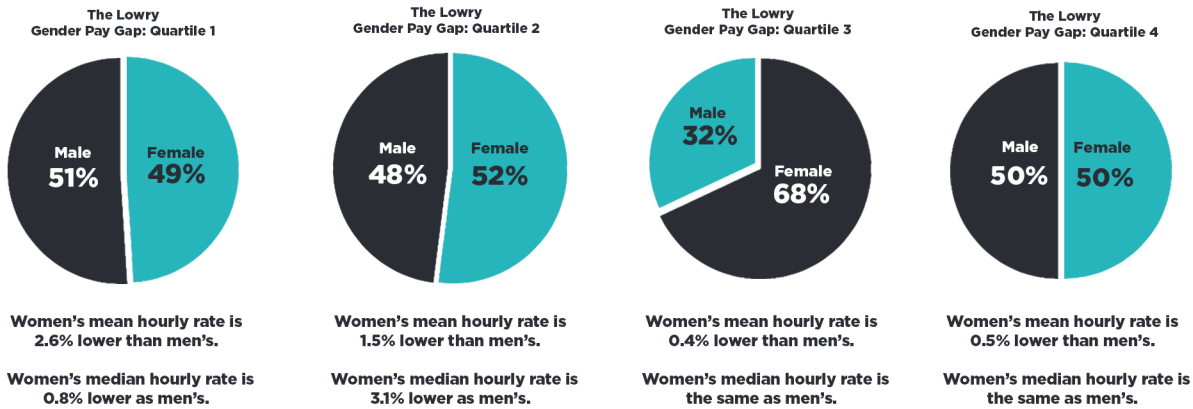
Where there is a gender pay gap identified (in quartiles one and two), the largest is 3.1% and the lowest is 0.8%. We believe this can largely be explained by the natural/changing make-up of the workforce. As such, we know a small gender pay gap will always exist, although that gap should swing in favour of the female workforce as often it does the male.



Women's mean hourly rate is 5.1% lower than men's.
Women's median hourly rate is 5.4% lower than men's.



Women's mean bonus payments were 25.8% higher than men's.
Women's median bonus payments were 48.0% lower than men's.



Company	Gender Split	Overall Gender PayGap	Bonuses	Gender PayGap: Quartile 1	Gender PayGap: Quartile 2	Gender PayGap: Quartile 3	Gender PayGap: Quartile 4
The Lowry Centre Limited	Male 45% Female 55%	Mean: -8.2% Median: 0.0%	Mean: +113.8% Median: +113.8%	Mean: +38.8% Median: -8.2%	Mean: -0.6% Median: +0.5%	Mean: 0% Median: 0%	Mean: +0.1% Median: 0%
The Lowry Centre Trust	Male 46% Female 54%	Mean: -0.3% Median: -6.5%	Mean: -36.2% Median: -36.2%	Mean: -4.9% Median: +0.9%	Mean: +1.4% Median: +1.2%	Mean: +0.7% Median: +2.5%	Mean: +6.7% Median: 0%

Reducing the gender pay gap

The Lowry takes the issue of the gender pay gap very seriously and there are a number of actions we have already put into place:

The Lowry removes all personal data from an application form prior to shortlisting by the interviewing panel to ensure decisions are made on the strength of the application alone and to eliminate unconscious bias.

An area in which we – and the theatre industry at large – have identified as having a gender imbalance is in the theatres technical department. As such, we will reach out to our peers in the industry and seek out ways we can work together on schemes to rectify that imbalance.

The Lowry will always try to accommodate the requirements of parents who choose to balance work with caring for families or other interests. In particular though, we will support and encourage women to take career paths in parts of our operation which have traditionally been dominated by men

The Lowry has signed-up to the Equality and Human Rights Commission's Working Forward pledge to support pregnant women and new parents. That pledge includes a commitment to diversity, inclusiveness and gender equality and to remove barriers to career progression and pay equality for women.

If you have and other ideas or suggestions of how we can help reduce the gender pay gap, please speak to HR or your head of department.