

# DHP FAMILY GENDER PAY GAP REPORT 2018

## WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in the average pay of men and women across an entire organisation, regardless of the role or the nature of their work, and can be the result of many factors, including the number of men and women in each role, or the total number of men and women in the organisation.

Gender Pay Gap is very different from “Equal Pay”. This is the difference in pay between a man and a woman who carry out the same or similar jobs.

Whilst you will see that we are better than the UK National averages for our mean and median pay gap, at DHP Family we are committed to reducing our gender pay gap further, and have numerous initiatives to ensure that this happens. In short, we take our role within the music industry very seriously, and are working to raise awareness in the industry as a whole to gain commitment to reducing the gap which is common throughout the industry.

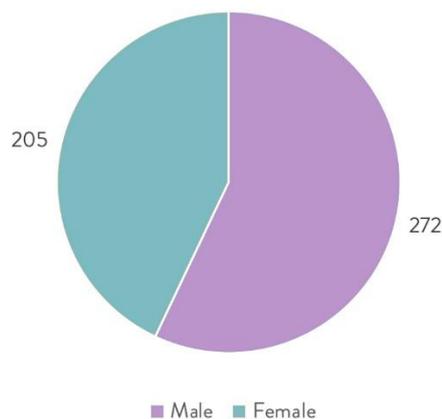
## SUMMARY OF OUR RESULTS

At DHP Family we are proud of having a diverse workforce and attracting applicants of different demographic groups, such as age, backgrounds and ethnicity.

### Our Organisation Demographics

Our snapshot on 5<sup>th</sup> April 2017 comprised of 272 males and 205 females, a total of 477 employees. The majority of our employees are venue based and our pay structure below management level within the venues is based on the national minimum wage guidelines, experience and tenure, not gender.

No. of males and females within our Organisation

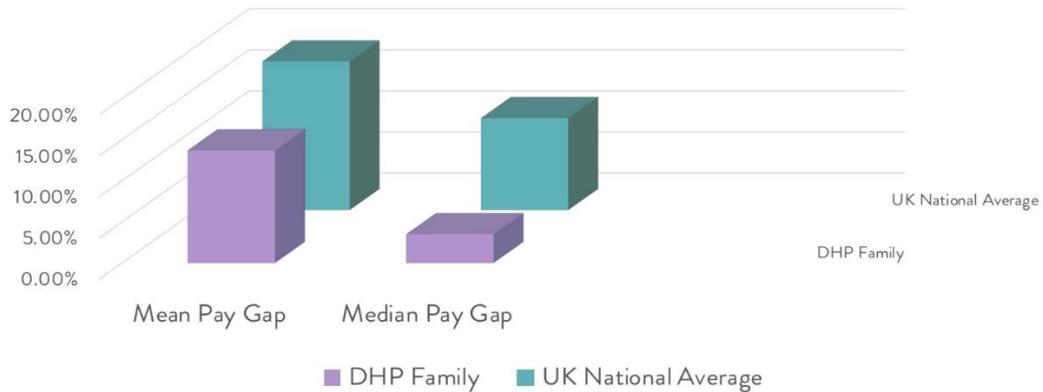


## OUR GENDER PAY GAP

		*UK National Average
MEAN PAY GAP	13.7%	18.1%
MEDIAN PAY GAP	3.5%	11.2%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017)

### How DHP Family compares with UK National Average Figures



#### Explanation of our results:

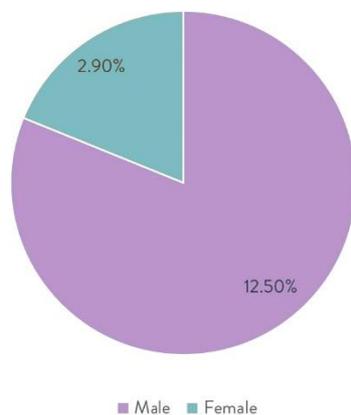
We are committed to ensuring that our organisation is fair, inclusive and we strive through tangible actions for equality. We are passionate about this and we do not have an issue with equal pay. Our gender pay gap derives from fewer female employees within our venue management teams. This is a trend within our industry, whereby there are many more male venue managers across all levels, in particular the more senior the positions.

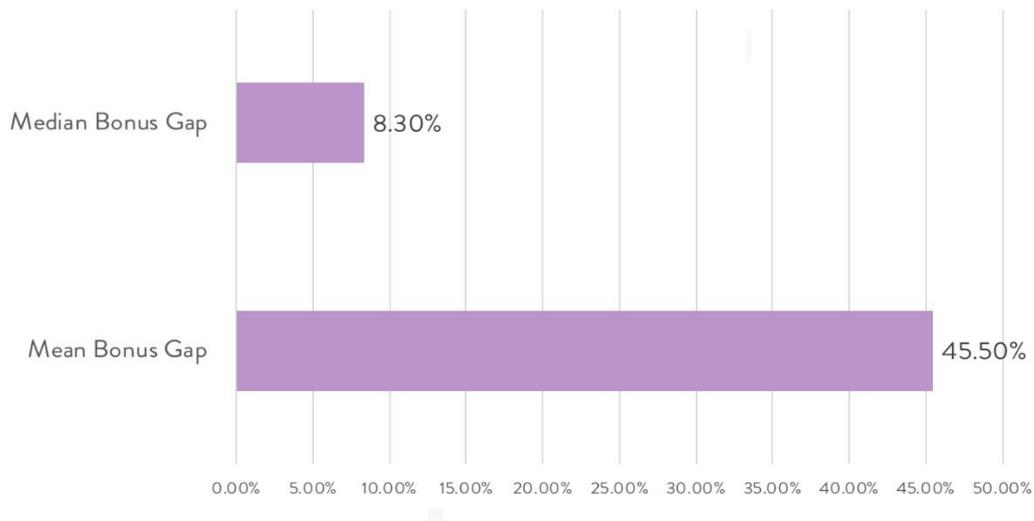
#### **OUR BONUS PAY GAP**

##### Proportion of employees paid a bonus

12.5% of males and 2.9% of females were paid bonus pay

Proportion of employees who received a bonus



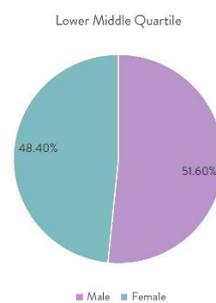
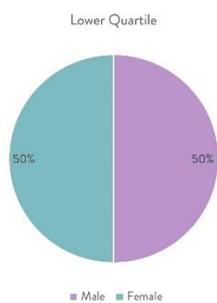


We were aware of this slightly larger gap in our mean bonus versus the national average. We are working on improving female representation, and hence eligibility, at our venue management and senior management levels to reduce this difference.

### OUR GENDER REPRESENTATION WITHIN PAY QUARTILES

Each quartile contains 119 employees.

	Male	Female
Lower quartile	50.0%	50.0%
Lower middle quartile	51.6%	48.4%
Upper middle quartile	58.2%	41.8%
Top quartile	71.3%	28.7%





Our pay quartiles show that we have a balanced weighting of female and male employees in quartiles 1 and 2. But a slightly higher proportion of males in the 3rd quartile and a bigger gap within the highest percentile, which comprises of the venue and senior management team.

**HOW DHP FAMILY IS TACKLING ITS GENDER PAY GAP:**

The gap in both our mean pay and mean bonus shows there’s more work to be done. And while we don’t have an equal pay issue across the Group, we do need to take steps to reduce our pay gap. We are committed to making a positive change to our gender pay and bonus gaps, and over the last couple of years, we have already taken proactive steps to address these issues – we are championing a change within the music industry to attract and retain more women in the industry as a whole. We hold events and training to discuss this issue and to empower ourselves and other organisations to take practical steps to embed change.

The analysis of our results quite clearly shows a lack of females within our venue management teams and senior management team. Whilst positive appointments have been made in the last year, that will impact our submission in 2019, we continue to work to attract females into these key roles through our progression and development plans, and by our flexible benefits.

This statement was approved by  
 George Akins  
 Managing Director