

*Picture  
house*

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April 2024

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## Summary

We are committed to promoting equality of opportunity in all our working practices.

Our aim is to ensure that our workforce reflects the diversity of our customers. Every employee is treated with dignity and respect and given the opportunity to reach their full potential for the mutual benefit of the business and our employees.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2024.

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## Calculations

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. The calculations are based on pay and bonus data at 5<sup>th</sup> April 2024.

### Average gender pay gap as a mean average

-8.42%

### Average gender pay gap as a median average

-3.64%

## QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	24.2%	75.8%
LOWER MIDDLE	80.2%	19.8%
UPPER MIDDLE	69%	31%
UPPER (HIGHEST PAID)	44.7%	55.3%

## BONUS CALCULATIONS

- BONUS GENDER PAY GAP AS A MEAN AVERAGE  
-10.68%

- BONUS GENDER PAY GAP AS A MEDIAN AVERAGE  
22.96%

- PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

14.40% of Females received a bonus

7.41% of Males received a bonus



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## Commentary

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The 2024 Gender Pay Gap Report presents notable trends and disparities in pay and bonus distribution between male and female employees within the organisation.

The first notable change from 2023 is that the difference in both mean and median average rate is a negative figure, which indicates that women earn, on average, more per hour than their male counterparts.

There is a significant decrease in the proportion of female employees in the lower three quartiles in 2024 from 2023. This suggests a negative trend of female employees joining in the lower quartiles, while there was an increase in the proportion of female employees in the upper quartile. This indicates that more women are advancing to higher-paying roles, which could reflect positive changes in career progression opportunities. However, the decrease in the lower quartiles may also highlight challenges in attracting or retaining female employees at entry- to mid-level positions, which warrant further work to ensure a balanced and sustainable workforce across all pay brackets.

Picturehouse continues to encourage our female employees to take on roles that are more senior and ensure that all development programmes are available to everyone irrespective of their gender.

Picturehouse remains committed to continuing its good work in the whole area of gender pay in the years to come.

DIRECTOR'S SIGNATURE

I, Shaun Jones, Vice President of Operations, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to be "Shaun Jones", written over a light grey rectangular background.

Signed

04 April 2025

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