Gender Pay Gap Report

April 2025

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 5th 2025.

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 5th April 2025.

Average gender pay gap as a mean average

1.36%

Average gender pay gap as a median average

-0.03%

QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	48.5%	51.5%
LOWER MIDDLE	47.9%	52.1%
UPPER MIDDLE	52.8%	47.2%
UPPER (HIGHEST PAID)	44.2%	55.8%

BONUS CALCULATIONS

- BONUS GENDER PAY GAP AS A MEAN AVERAGE
  -11.06%
- BONUS GENDER PAY GAP AS A MEDIAN AVERAGE
  22.55%
- PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

11.78% of Females received a bonus

10.79% of Males received a bonus

Commentary

The 2025 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 2024 is that the difference in both mean and median average rate have changed. The median is still negative figure, and the mean is a low difference, which indicates that women earn, on average, slightly less than their male counterparts, compared to 2024.

In addition to bonus pay differentials, the report highlights the distribution of male and female employees across quartile pay bands. There is a significant decrease in the proportion of male workers in the lower three quartiles in 2025 from 2024. This suggests the negative trend of female employees joining in the lower quartiles in 2024 has changed positively in 2025. This indicates the ratio of the male and female employees joining the lower quartiles is showing a more balanced workforce in 2025.

There are more female employees joining the upper middle quartile in 2025, this means that more women are advancing to higher-paying roles, which could reflect positive changes in career progression opportunities.

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.

Signed

04 April 2026