

# Mayflower

## Gender Pay Gap Report

April 2025

INSPIRING EXPERIENCES



# Michael Ockwell CEO

---

At the heart of Mayflower is a simple truth: we are only as vibrant and successful as the people who work here. Our venues are more than just a stage; they are a community of talented individuals, and I have always believed that our staff body should be a true reflection of the diverse, wonderful community we serve here in Southampton and beyond.

Gender pay reporting is more than a regulatory requirement; it is a vital tool for transparency. It allows us to hold a mirror up to our organisation and ensure we are living out our shared commitment to create an inclusive environment where every colleague - regardless of gender - can thrive.

We are incredibly proud that women represent **56%** of our total team and **50%** of our Leadership Team. This report helps us understand how that representation translates across all levels of our business, ensuring our workforce structure remains as vibrant and fair as the shows on our stage.

We are committed to using these insights to build an even more inclusive environment where all our colleagues can thrive.



**Michael Ockwell**  
Chief Executive  
Mayflower

**“We are only as vibrant and successful as the people who work here”**

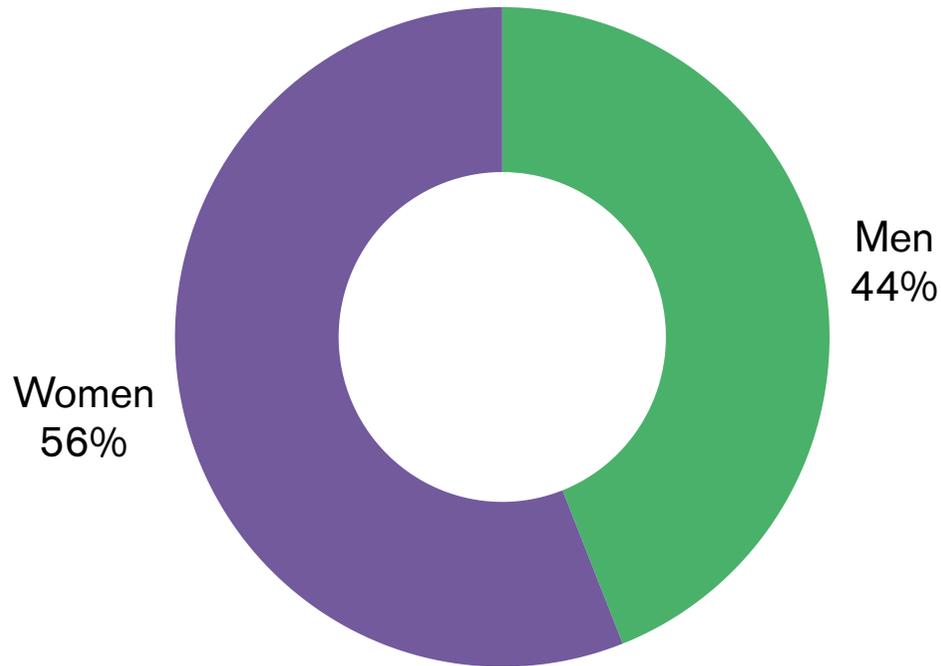


# Who we are

---

Based on workforce data of 283 employees as at 5 April 2025

## Overall Gender Ratio



## Leadership Gender Ratio

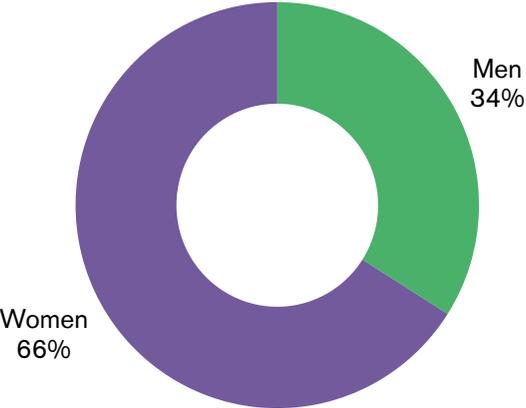


# Gender Pay by Quartile

Upper Quartile



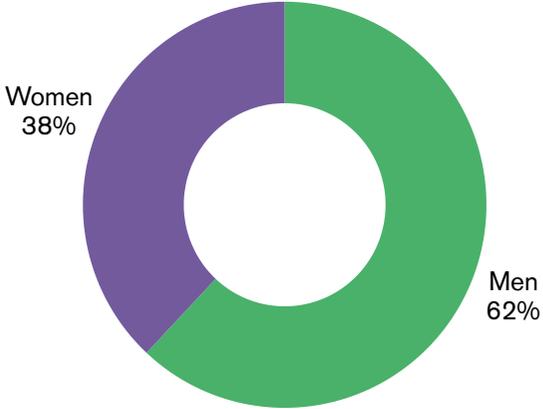
Upper Middle Quartile



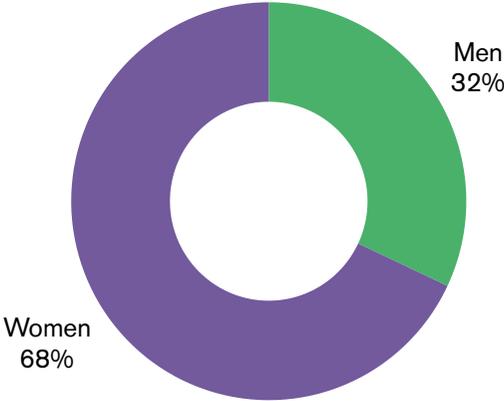
The data shows the proportion of women and men in each pay quartile for Mayflower.

There is an even gender split within the upper quartile. A higher percentage split occurs within the upper-middle and lower quartile.

Lower Middle Quartile



Lower Quartile



The lower quartile is comprised entirely of colleagues in **Front of House, Reception, Housekeeping** and **Ticketing** roles.

Quartile	Upper	Upper middle	Lower middle	Lower
Women	50%	66%	38%	68%
Men	50%	34%	62%	32%

# Hourly Pay Comparison

## Median is 0%

Our median pay gap is 0%, this means that the middle-earning woman and the middle-earning man at Mayflower receive the exact same hourly pay.

**This reflects a balanced representation of women and men in similar roles across the middle of Mayflower.** For context, this significantly outperforms the 2024 UK median pay gap of 13.1%.

## Mean is 8%

The mean hourly pay represents the average hourly pay across the entire organisation.

At Mayflower, the mean gender pay gap is 8% which means that men are paid, on average, slightly more than women.



# Bonus Pay Comparison

Of the total workforce:

- **97%** of women
- **93%** of men

received a bonus during this period.

To qualify for a bonus, employees needed to have been employed and worked during the qualifying year to be eligible. Those who did not receive a bonus were typically new to the organisation, or had not worked sufficiently during the period to meet the eligibility criteria

## Bonus Gender Pay Gap

- Median **-3%**
- Mean **37%**

The median bonus gender pay gap is  $-3\%$ , the negative means that at the midpoint, women's bonuses are slightly higher than men's. **This suggests that typical bonus levels for women and men are broadly similar.**

The overall mean gap is  $37\%$  which is influenced by the structure of the workforce rather than typical bonus levels



The image shows the interior of a grand theater. The walls are a deep red color, adorned with ornate gold-colored arches and decorative panels. Two large, semi-circular arches on either side of the stage are illuminated from within, creating a warm, golden glow. The stage is framed by a dark red curtain. The seating area is filled with rows of light-colored seats, and the overall atmosphere is one of classic elegance and grandeur. A small plaque with the year '1928' is visible on the wall above the stage.

# Mayflower