

GENDER PAY GAP 2023

We’re passionate about creating an inclusive workplace that promotes and values diversity. At The Royal Ballet School we are committed to creating an environment where every one of our employees feels part of our team and can flourish, regardless of their background. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic).

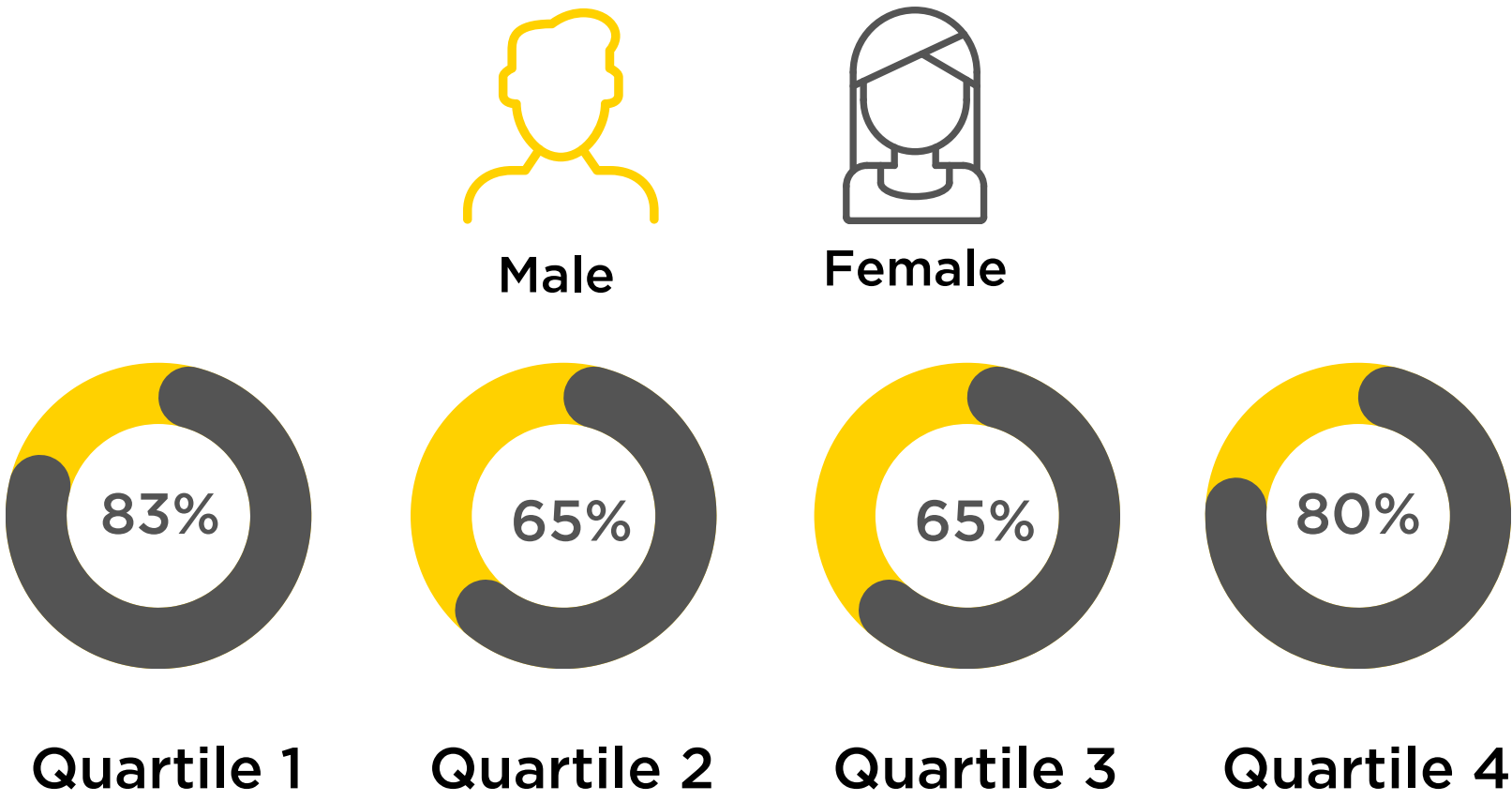
We have a mean gender pay gap of 1.5% and a median gender pay gap of 17.1%. Although a drop on last years’ figure (20.3%), this is larger than the current national average of 14.9%. We know we have work to do to make The Royal Ballet School an even more equal, diverse and inclusive workplace. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We have implemented a blind recruitment process, that shortlists candidates on experience. We collect and monitor data to understand where we attract our staff from and are starting to measure and report this data to the Senior Leadership Team. We put all managers through mandatory Equity and Diversity training and offer a flexible working policy. However, we are aware that we have a predominantly female workforce at 73.5% of employees. We are pleased to note that we have a 50/50 split on our Senior Leadership Team, but want to ensure that we create a truly inclusive culture and continue to make improvements across the wider organisation.

PAY DATA

Gender Pay Gap	Difference between men and women	
	Mean	Median
	1.5%	17.1%

PAY QUANTILES



HOW WE WILL MAKE A DIFFERENCE

- Continue to monitor the wages of our lowest paid employees and ensure we pay the London Living Wage
- Continue to work to attract a diverse candidate pool, including attracting more males to certain parts of the organisation
- Continue to support internal development to open up career paths to all staff
- Ensuring that all policies, procedures and management guidance underpins our work on Equity, Diversity and Inclusion