

GENDER PAY GAP 2026

At The Royal Ballet School, we remain deeply committed to fostering an inclusive workplace where all employees are valued, supported and able to thrive. We continue to uphold our principle of equal pay for equal work, regardless of gender or any other characteristic.

Our 2026 gender pay gap data shows a mean gender pay gap of 2.1% and a median gender pay gap of 0.72%, representing a significant improvement from 2025, where the mean gap was 4.5% and the median gap was 20%. This reduction demonstrates the positive impact of the actions we have taken over the past year. While our gap has narrowed considerably and is now well below the national average, we recognise that gender pay gaps are often driven by the distribution of roles across the organisation rather than unequal pay for equivalent work. We continue to monitor this closely to ensure fairness and transparency across all levels.

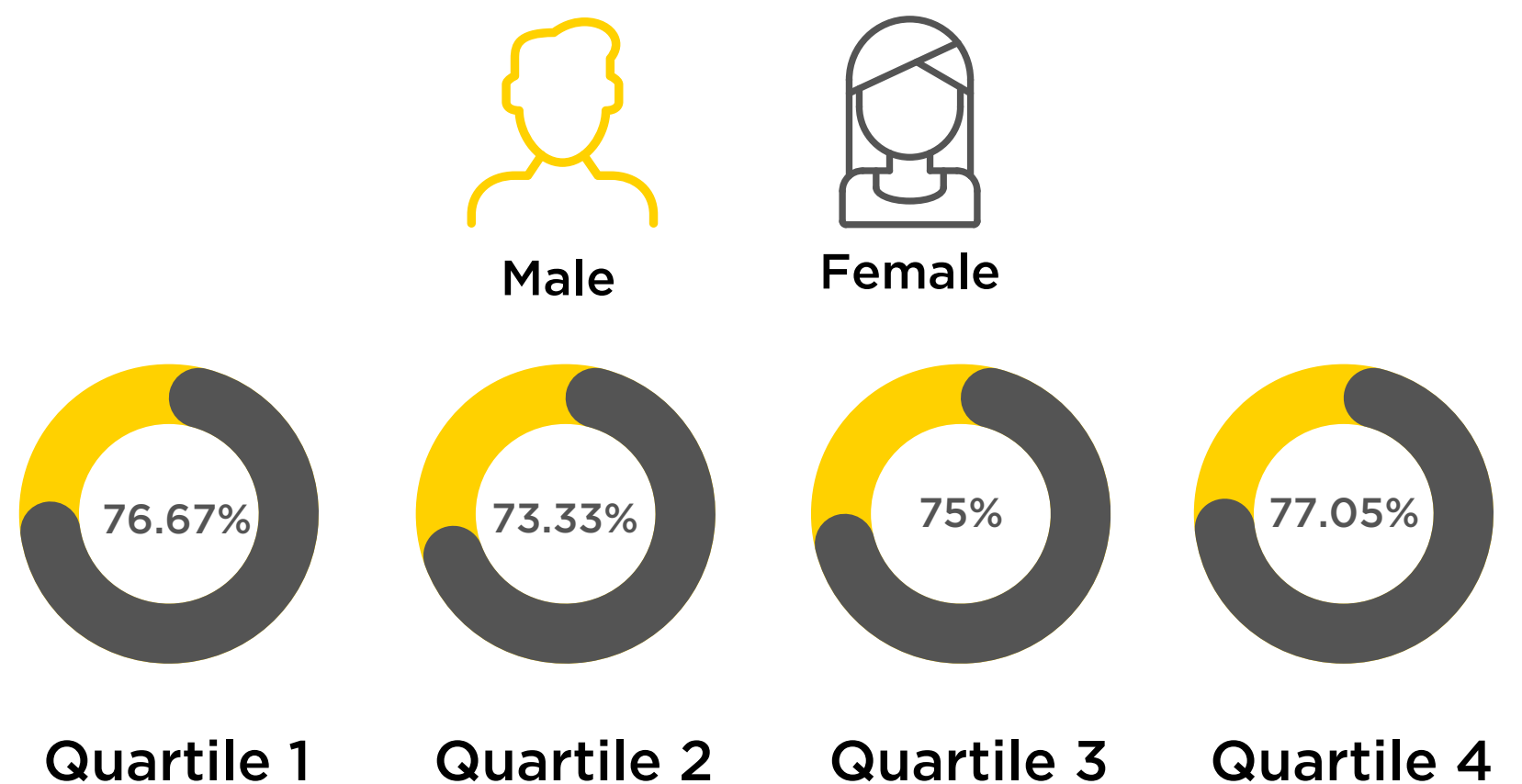
Our workforce remains predominantly female (76%), and we are proud to maintain a balanced Senior Leadership Team. The improved pay gap reflects our continued focus on inclusive recruitment practices and better data monitoring.

We are encouraged by this progress but remain committed to continuous improvement to ensure long-term equity and inclusion across the School.

PAY DATA

Difference between men and women	
Mean	Median
2.1%	0.72%

PAY QUARTILES



HOW WE WILL MAKE A DIFFERENCE

- We will continue to monitor pay and progression across all roles, ensuring fairness and consistency, particularly as our workforce evolves.
- We will continue to use data-driven insights to understand workforce trends and address any emerging disparities at an early stage.
- We will further embed inclusive recruitment practices, ensuring a diverse pipeline of candidates across all levels of the organisation.
- We will maintain our commitment to fair pay principles, including regular benchmarking and review of salaries to ensure they remain competitive and equitable.
- We will continue to support flexible and inclusive working practices, helping to attract and retain a diverse workforce.