

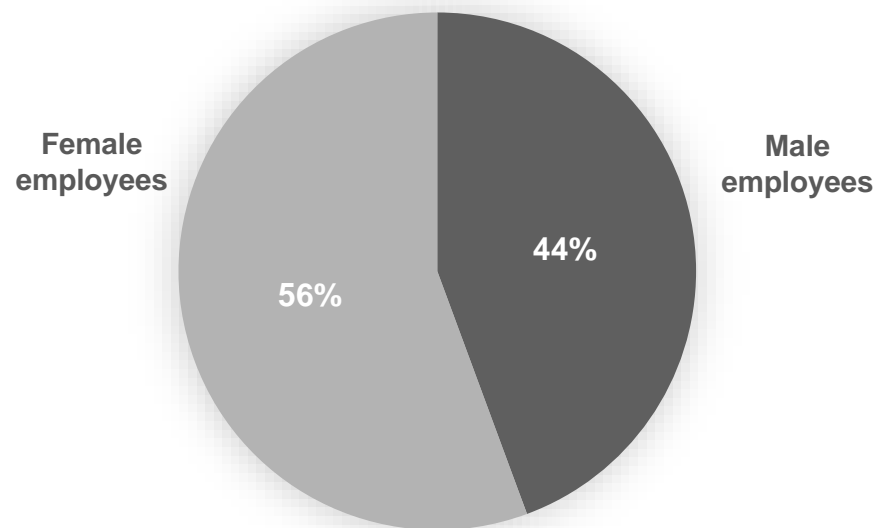
## 2021 Gender Pay Gap Report

### Introduction

The gender pay gap (GPG) shows the disparity in the average earnings between men and women, across the entire organisation. Gender pay is different to equal pay, which looks at pay differences between men and women carrying out the same or similar work. We are committed to maintaining a positive and inclusive working environment. This includes ensuring that individuals have equal access to jobs and that our colleagues are paid equally for carrying out the same or equivalent roles.

Before sharing the data, we'd like to recognise that some of our colleagues don't identify within the gender binary. We welcome people of all gender identities at Sadler's Wells. For the purposes of the GPG report, we have used the binary gender identity registered with the HMRC.

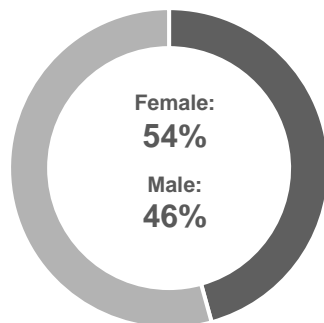
### Gender Pay Gap



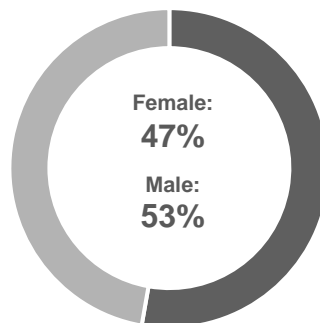
**Mean: 7.04%, Median: 2.51%**

The above image shows the proportion of our colleagues that are male and female and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2021, based on hourly rates of pay. The mean and median bonus gender pay gap is 0.00%.

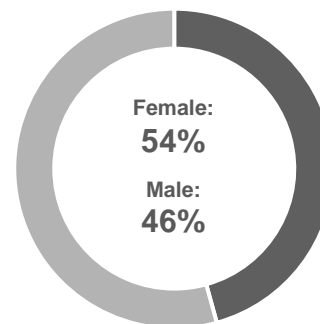
## UPPER



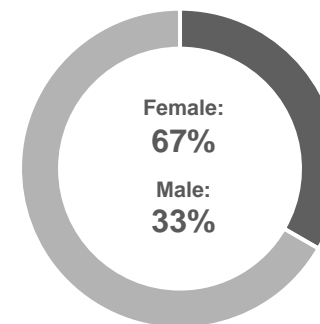
## UPPER MIDDLE



## LOWER MIDDLE



## LOWER



The above illustrates the proportion of our colleagues across four quartiles, made up of 35 - 36 individuals.

### What we're doing to improve gender pay equality at Sadler's Wells

- We have a 'smarter working' approach and encourage both on-site and remote working. Colleagues have the right to request flexible working from day 1.
- Structured approach to recruitment and selection process. Supporting transition for those returning to work after a break.
- Encourage learning and development, ensuring opportunities are easily available. Creating entry route and pathway roles.
- We support Parents & Carers in Performing Arts (PiPA) and the campaign to promote best practice employment for parents and carers within the industry.

I confirm the data reported is accurate:

Sir Alistair Spalding CBE  
Artistic Director and Chief Executive  
March 2022