



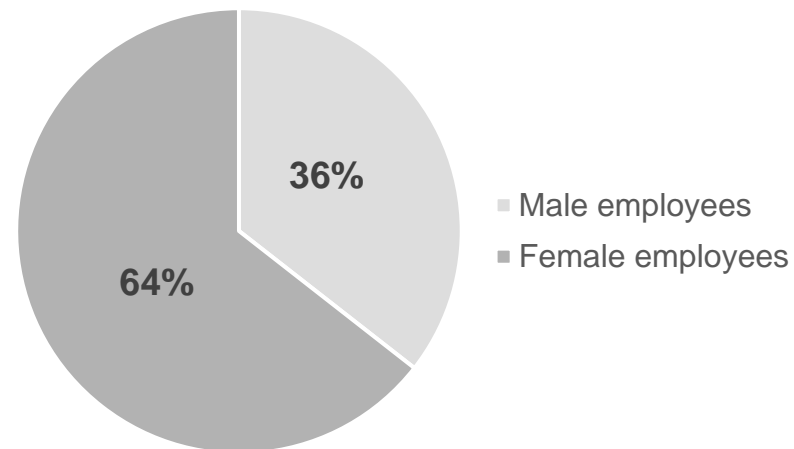
2023 Gender Pay Gap Report

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.

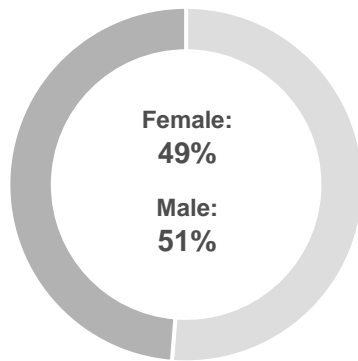
Gender Pay Gap



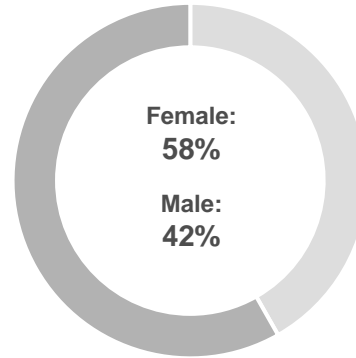
Mean pay gap: 14.34%, Median pay gap: 13.71%

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 2023, based on hourly rates of pay.

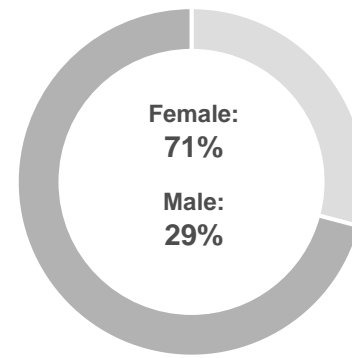
UPPER



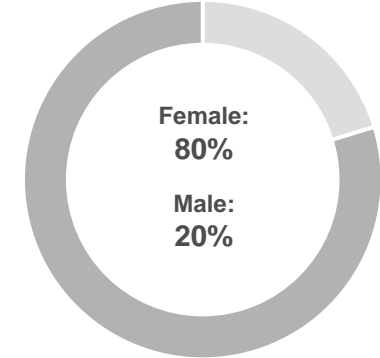
UPPER MIDDLE



LOWER MIDDLE



LOWER



In the financial year ending March 2023, 62 males and 96 females received a bonus payment. The mean bonus gender pay gap is 19%, the median bonus gender pay gap is 0%.

What we're doing to improve gender equality at SW

- Colleagues have the right to request flexible working from day 1
- Learning opportunities are easily available for all permanent and fixed-term colleagues
- We work with Performing Arts (PiPA) to promote best practice employment in efforts to support parents and carers within the industry

I confirm the data reported is accurate:

Sir Alistair Spalding CBE
Artistic Director and Chief Executive
3 January 2024