



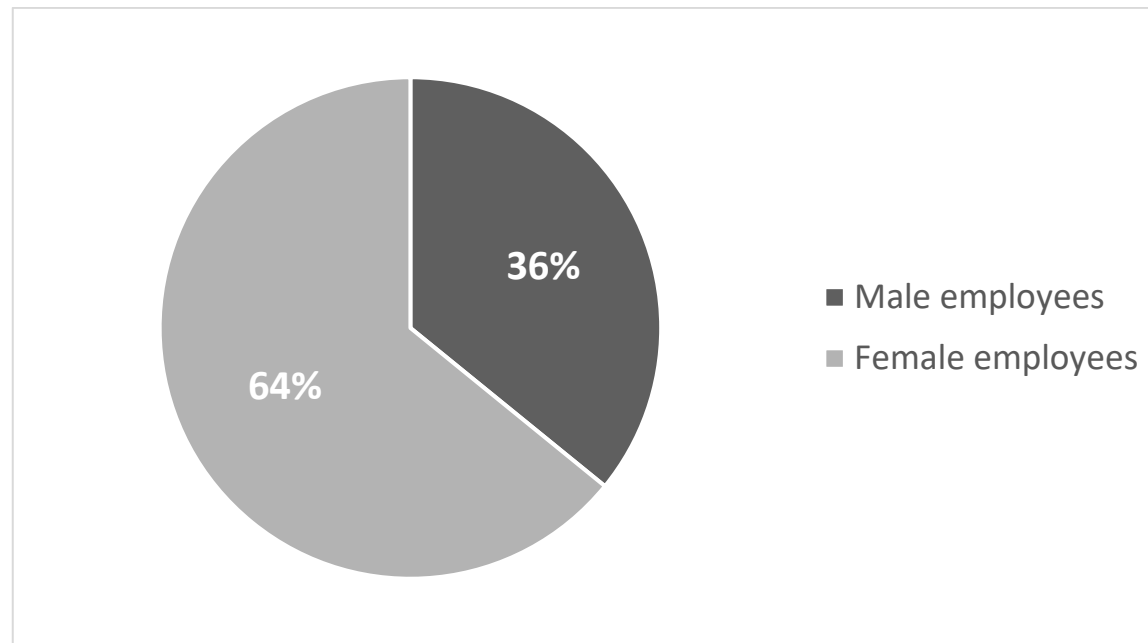
## 2024 Gender Pay Gap Report

### 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.

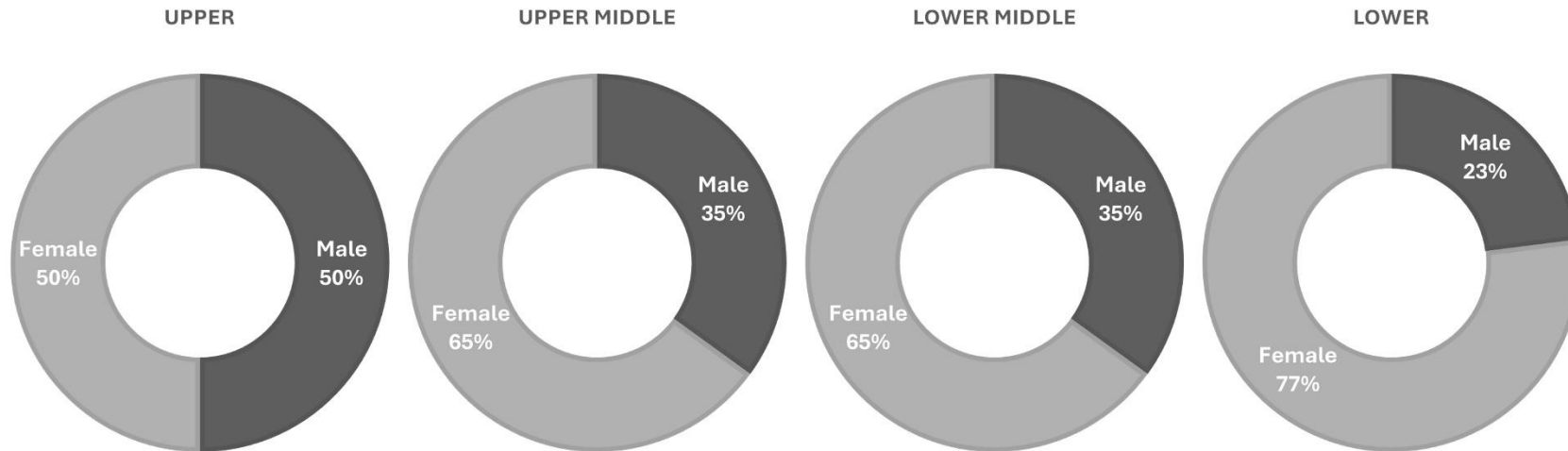
Before sharing the data, we'd like to recognise that some of our colleagues don't identify within the gender binary. We welcome people of all gender identities at Sadler's Wells. For the purposes of the GPG report, we have used the binary gender identity registered with the HMRC.

### Gender Pay Gap



**Mean pay gap: 11.63%, Median pay gap: 8.98%**

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 2024, based on hourly rates of pay.



The gender pay gap has lessened by 3% which is a step in the right direction. The biggest contributor to closing the pay gap is that there has been more reflective representation in the middle and lower quartiles.

In the financial year ending March 2024, 7 males and 6 females received a bonus payment. The mean bonus gender pay gap is 97%, the median bonus gender pay gap is 0%. With the bonuses, 12 out of 13 colleagues received the same amount. There is one bonus that is given to a male (Co-CEO) that skews the figures. Without this bonus, the mean and median pay gap would be 0%.

### What we're doing to improve gender equality

- Colleagues have the right to request flexible working from day 1 and increase to partner's family friendly leave provision
- 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 Co-Chief Executive  
 June 2024