

GENDER PAY REPORT 2021



Trinity Laban believes in principles of social justice, acknowledges that discrimination affects people adversely, and is committed to challenge all forms of inequality.



Trinity Laban Equality Objectives

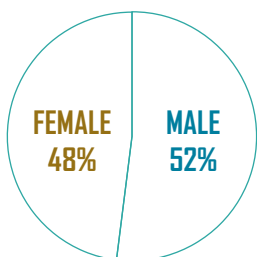
Gender difference in **mean** hourly rate of pay between men and women

Male	20.32	10.77%
Female	18.35	

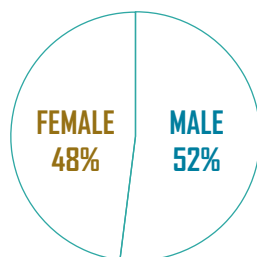
Gender difference in **median** hourly rate of pay between men and women

Male	20.46	9.34%
Female	18.71	

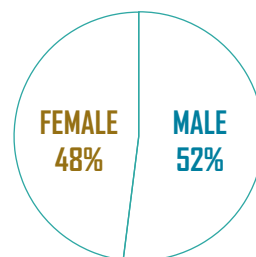
Four salary quartiles with numbers and proportions of men and women in each



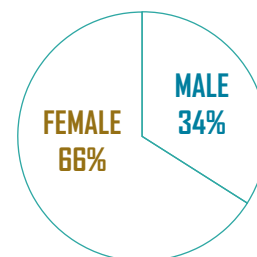
Lower quartile



Lower middle quartile



Upper middle quartile



Top quartile

The above figures were calculated at the snapshot date (31 March 2020).

Summary

The reason for the pay gap this reporting period is due to there being more female casual workers than males. These groups belong on the 1st and 2nd quartiles. There were also more male accompanists than females. There are more males at the top of their grades than females.

Within the Faculty of Dance there are more female members of staff than males. Within the Faculty of

Music there are more male members of staff than females. Both Faculties demonstrate the gender profile within their sectors. Within in the Admin section of staff there are more female staff at the bottom of the pay spine than males.

The Institution is working on updating its action plan to reduce the gender pay gap and ways in which this can be minimised into the future.