GENDER PAY GAP 2022-23

**Gender Pay Gap Report 2023**

Trinity Laban is the UK’s only conservatoire of music and contemporary dance. We are London’s Creative Conservatoire. We exist to transform individuals and enrich society through world-class music and dance. We do this by:

* delivering outstanding training and education that cultivates individual and original artistic voices
* reaching and empowering young people from as diverse backgrounds as possible, and equipping them to succeed and contribute by taking their own creative ideas forward
* constantly innovating and challenging the artistic status quo
* inviting a diverse range of participants and drawing the widest possible audiences for our activities, and stimulating them to think differently

**Summary Information**

Trinity Laban provides a range of educational and artistic opportunities across a diverse and exciting portfolio of programmes and performances.

Trinity Laban’s permanent staffing profile is made up of Academic staff, specialist artform specific teachers, professional services staff and casual staff.

The details below present a picture of our permanent staff and how their contracts are distributed by grade, gender and full/part-time status.



Trinity Laban relies on the commitment, dedication, creativity and hard work of colleagues across our entire community. Developing a truly inclusive environment in which we can all succeed underpins everything that we do. Ensuring that there is equality of opportunity is fundamental to our success. Changing our gender pay gap has been and continues to be a long-term strategy.

**What underpins our gender pay gap**

There are a few key factors that impact Trinity Laban’s gender pay gap.

In 2005, Trinity Laban was formed through a merger of Trinity College of Music and the Laban Centre for Contemporary Dance. As part of the merger Trinity Laban harmonised pay and terms and conditions for the vast majority of its staff and in doing so, reduced the gender pay gap which existed at the outset of merger significantly.

At Trinity Laban we pay staff on a nationally agreed 51 point pay spine that assigns roles to one of 10 grades through the use of a job evaluation scheme called Higher Education Role Analysis or HERA. This is the way we ensure that all staff are paid equally for work of equal value.

Equal pay for work of equal value is further ensured by using generic role descriptors where roles are at least broadly similar – e.g. Lecturers, Managers, Receptionists and Technicians etc. From time to time there is the need to pay a market supplement where the identified pay rate does not reflect the actual rate for a role. In this case there is a process for ensuring such inflated pay rates are kept under review.

**Gender Balance**

**Artform specific subjects.** There are typically fewer male than female academics in Dance and Musical Theatre subjects. Being a conservatoire of music and dance, Trinity Laban is likely to have a lower gender pay gap than those without multi-artforms.

**Student casual workers at lower grades.** There is typically a higher concentration of female casual workers in casual roles. At Trinity Laban we believe that it is important to offer our students casual work to support the costs of study and their cost of living and wherever possible. Casual work is flexible and can fit in with their busy study schedules. It also offers valuable experience in such areas as Front of House and Customer Services.

The combination of these factors means that our pay gap may be lower than a number of other, seemingly similar, institutions.

**OUR GENDER PAY GAP REPORT AS AT 31 MARCH 2023**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Gender difference in mean hourly rate of pay between males and females | | | | | |
|  |  |  |  |  |  |
| Male | 20.36 |  | 3.99% |  |  |
| Female | 19.58 |  |  |  |  |
|  |  |  |  |  |  |
| Gender difference in Median hourly rate of pay between men and women | | | | | |
|  |  |  |  |  |  |
| Males | 21.80 |  | 0.66% |  |  |
| Female | 21.66 |  |  |  |  |

**Table 1: Pay quartiles by gender**

The table below shows our workforce divided into four equal-sized groups based on hourly pay rate. Q1 includes the lowest-paid 25% of employees (the lower quartile) and Q4 covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each quartile. However, in our lower paid quartiles (Q1 and Q2) there is a slightly higher percentage of females.



**Why do we have a gender pay gap at Trinity Laban?**

Legally, men and women must receive equal pay for:

* the same or broadly similar work;
* work rated as equivalent under a job evaluation scheme; or
* work of equal value.

At Trinity Laban, we are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

To assist us in fulfilling this commitment we:

* Evaluate job roles and pay grades using the Higher Education Role Analysis framework to ensure fairness and equality
* Ensure our recruitment panels are gender balanced and receive unconscious bias training
* Have established Flexible Working Policies which allow many of our professional services staff to work in a hybrid way
* Have a staff Complaints/Grievance Procedure to address any perceived inequalities in pay
* Monitor starting salaries with a policy of starting new staff at the bottom of the grade.

We are confident that our gender pay gap is not because we pay females and males differently for the same or equivalent work. Instead, our gender pay gap is because females and males work in different roles and those roles have different salaries/rates of pay.

**March 2023 Gender Pay gap - why pay gap exists in first place - 3.99%**

1. Males at bottom of quartiles (Q2 & Q1 together) on average have higher pay.
2. At grade 9 and 7 average male pay is more than females - this indicates that more males are at top of their grades compared to females
3. Exec team including Principal gender pay gap is 31% in favour of males. This can be attributed mainly to length of service and gender balance of teams.
4. Males at the bottom of quartiles Q2 & Q1 (added together) on average are paid higher than women
5. Good staff retention - at Grades 9, 8, 7, 5 and 4 males are earning more than women because they have reached the top of those Grades and remained there. This is in comparison to women that have yet to reach the top of these Grades (for example it takes 6 years to reach the top of Grades 7 and 5)
6. Excluding the Executive team, the average salaries at TL have dropped from 10% to 7% in respect of males
7. Re: our Student Casuals the gender gap has moved from 2% in respect of males to 11% in respect of women. This is due to the significant increase in the number women student casuals compared to the same period in 2022 (more than doubled)
8. In the Faculty of Dance the gender pay gap has increased from 7% to 10% in favour of women
9. There has been no material gender gap change in either Junior Trinity or Hourly Paid staff in the Faculty of Music.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2021** | **2022** | **2023** |
| Gender difference in mean hourly rate of pay between men and women | 5% | 2.34% | 3.99% |
| Gender difference in Median hourly rate of pay between men and women | 0.04% | 0.02% | 0.66% |

**Why has this increased against March 2022 results (2.34% to 3.99%)**

1. Student Casual payroll gap has moved 11% in respect of females compared to 2% in respect of males.
2. There are more female student casuals on lower pay rates which reduces the female average pay. Also there are more males on higher pay rate compared to last year, which has brought up the average male pay rate.

**Median gap - why has it increased from (0.02% to 0.66%)**

1) Gap is immaterial - less than 1%.

2) Female staff composition is different to males staff composition.

3) Fewer teachers are females and more student casuals are female as compared to males. This makes the female's median point slightly lower than the male's median point.

**How does our gender pay gap compare with that of other sectors across the UK?**

The **mean gender pay gap** for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.3%, while for example in the construction sector it is 9.5%. At 3.99%, our mean gender pay gap is significantly lower than the whole economy.

The **median gender pay** gap for the HE sector was 13.7% in 2021/22, whilst the figure for the whole economy was 14.9%. At 0.66%, our median gender pay gap is significantly lower than both the sector and the whole economy.

**Table 2: Comparison with other Conservatoires (as at March 2022 - where figures available)**

|  | **Trinity**  **Laban** | **#1**  **Conservatoire** | **#2 Conservatoire** | **#3**  **Conservatoire** |
| --- | --- | --- | --- | --- |
| Mean\* gender pay gap | 2.34% | 17.3% | 4.8% | 8.5% |
| Median\* gender pay gap | 0.02% | 40.4% | 0% | 0% |

\*The mean adds together all the data points and divides by the number of data points.

\*The median orders all the data by size and chooses the middle figure.

**#**The multi-artform nature of Trinity Laban may explain some of the differences in gaps.

**Addressing the Gender Pay Gap**

Our Strategic Plan and supporting departmental strategies and plans outline our commitment to being an equitable and inclusive employer. Trinity Laban plans support our objective to increase the diversity of our workforce, including increasing the number of females in senior academic, management and leadership roles.

We continue to promote gender diversity by identifying and addressing any barriers to gender equality by monitoring: -

* the number of females and males applying for jobs and being recruited
* the number of females and males leaving Trinity Laban and their reasons for leaving
* the number of females and males across our Grades and Incremental Points.

Trinity Laban is currently in the process of drafting a new gender pay action plan as part of an institutional review of our equality action plans.

**Governance**

The Institution’s Board of Governors has formal responsibility for ensuring that the Institution meets both statutory and institutional requirements and objectives in respect of equality, diversity and inclusion; and for achieving adherence to the equality and diversity policy across its institutional community.

**Equality and Diversity Board**

The Equality and Diversity Board (‘the EDB’) is responsible for promoting the development, implementation and evaluation of institutional equality and diversity policies and practices.

Gender Pay Gap is overseen mainly by the EDB Board but is also reported to the Remunerations Committee. Remuneration is overseen by the Remunerations Committee which reports to the Trinity Laban Board of Governors.

Executive management is responsible for implementing strategies and action plans in respect of both EDI and Gender Pay Gap. This falls under the remit of the Principal’s Management Group.

**Leaders and managers**

Senior members of the Institution are responsible for:

• Promoting commitment to the implementation of the Equality Objectives and the Equality and Diversity Policy across their departments;

• Ensuring that staff and students are encouraged, supported and enabled to reach their full potential;

• Identifying appropriate staff development for themselves and their staff to meet the needs of their respective areas.

**Staff and students**

Individual members of the Institution are responsible for:

• Supporting and implementing the aims of Equality Objectives and the Equality and Diversity Policy;

• Promoting equality of opportunity;

• Contributing to an environment free of fear and intimidation and which celebrates diversity;

• Ensuring that their behaviour and actions do not involve discrimination, harassment, bullying or victimisation in any way.