

TRINITY LABAN GENDER PAY REPORT 2019



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

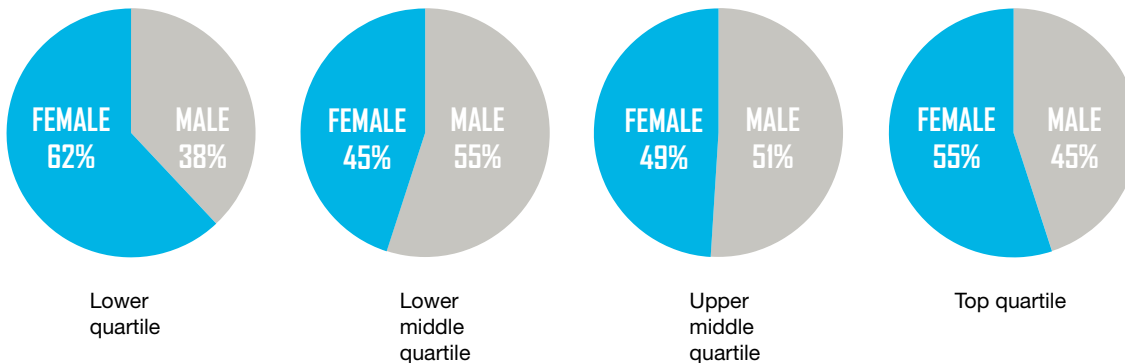
GENDER PAY REPORTING

Trinity Laban's disclosable pay gap is as follows:

Hourly Pay	Mean: 4.83%	Median: 2.73%
Bonus	Mean: n/a	Median: n/a

Trinity Laban staff do not receive bonus payments.

The proportion of males and females in each pay quartile is as follows:



The above figures were calculated at the snapshot date (March 2018).

SUMMARY

The reason for the pay gap this reporting period is due to there being more female graduate interns than males. There are more female student casual workers than males. These groups belong on the 1st and 2nd quartiles. Within the Faculty of Dance there are more female members of staff than males. Within the Faculty of Music there are more males than female staff. Within 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.