

# TRINITY LABAN

## TRINITY LABAN ANNUAL GENDER PAY GAP REPORT 2024

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

### 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.

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## 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. At Trinity Laban, we are committed to fostering an inclusive and diverse workplace where employees are rewarded equitably for their contributions. This report outlines our gender pay gap data for the 2024 reporting period (based on data captured as at 31<sup>st</sup> March 2024) and our ongoing efforts to close the gap.

- Our mean gender pay gap is 5.35% - up from 3.99% in 2023 (+1.36%)
- Our median gender pay gap is 8.18% - up from 0.66% in 2023 (+7.52%)

## Table 1: Pay quartiles by gender

This table 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).

Quartiles	Men	Women	What is included in this band?
Q1	41%	59%	All employees whose standard hourly rate is within the lower quartile (lowest paid)
Q2	46%	54%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Q3	55%	45%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Q4	49%	51%	All employees whose standard hourly rate is within the upper quartile (highest paid)
A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest paid group. The "upper quartile" is the highest paid group.			

## 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.

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Trinity Laban is 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. We:

- Evaluate job roles and pay grades using the Higher Education Role Analysis framework to ensure fairness
- Ensure our recruitment panels are gender balanced
- Have an established Flexible Working Policy and most of our administrative role have the option of Hybrid Working
- Have a staff Complaints Procedure to address any perceived inequalities in pay
- We monitor starting salaries with a policy of starting at the bottom of the grade.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries and also that incremental progression (dependent upon length of service) can affect the balance.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of private organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children or care for relatives/dependants. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

The previous table 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 Q1 the lowest paid quartile, 59% are women and 41% are men, a difference of 18%.

## How does our gender pay gap compare with that of other employers across the UK?

The gender pay gap among full-time employees was 7.0% in April 2024, down from 7.5% in April 2023 (according to the October 2024 statistical bulletin from the Office for National Statistics ). Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023, meaning women earned, on average, 87 pence for every pound men earned. For all part-time employees, the gender pay gap was -3.0% in April 2024, meaning women earned more than men in this category.

Though it increased in 2024, at 5.35%, our mean gender pay gap is still 1.65% lower than the whole economy.

**Table 2: Yearly comparisons with other Conservatoires (where figures available)**

2024	Trinity Laban	HEI #1	HEI #2	HEI #3	HEI #4	HEI #5	HEI #6
Mean* gender pay gap	5.35%	17.1%	6.9%	6.85%	12.27%	-2%	4.11%

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2024	Trinity Laban	HEI #1	HEI #2	HEI #3	HEI #4	HEI #5	HEI #6
Median* gender pay gap	8.18%	41.7%	0%	0%	11.09%	5.8%	2.82%

\*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.

## Why does a 5.35 % gender pay gap currently exist at Trinity Laban?

- Again in 2024, men found at the bottom of quartiles Q2 & Q1 (added together) are on average paid higher than women
- At Grades, 9, 8, 7 and 6 men are earning more than women indicating there are more men at the top of these grades compared to women
- In the Executive team, that includes the Principal, the gender pay gap is 12% in favour of men
- In 2023 there was an overall 1.3% gender pay gap in favour of hourly paid women compared to 0% in 2024, a decrease of 1.3%.

## Why has the gender pay gap increased this year from 3.99% to 5.35% last year?

- Throughout 2024 the majority of student casual workers have been women
- For student casuels, the gender gap has increased from 11% in favour of women to 20%. This is due to the significant increase in the number of women student casuels compared to the same period in 2023.

## Table 3: Yearly comparisons since 2021

	2021	2022	2023	2024
Gender difference in mean hourly rate of pay between men and women	5%	2.34%	3.99%	5.35%
Gender difference in Median hourly rate of pay between men and women	0.04%	0.02%	0.66%	8.18%

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

- The number of men and women applying for jobs and being recruited
- The number of men and women leaving Trinity Laban and their reasons for leaving
- The number of men and women across our Grades and Incremental Points

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- The use of Flexible Working Policies to enhancing work-life balance to support career progression for all employees
- Our recruitment strategies, specifically where we advertise to actively promote diversity in hiring, especially in any underrepresented job functions.

## **Conclusion**

While our gender pay gap figures reflect the gender imbalance of our student workers and how this impacts on our figures, we acknowledge that there is still work to be done across the whole of our workforce. We remain dedicated to fostering a culture of fairness, inclusivity, and equality, and we will continue to take proactive measures to reduce the gender pay gap.