

GENDER PAY GAP 2025

At The Royal Ballet School, we are deeply committed to fostering an inclusive workplace that values and promotes diversity. Our goal is to create an environment where every employee feels supported, valued, and empowered to thrive, regardless of their background. We maintain a firm policy of ensuring equal pay for equal work, irrespective of gender or any other characteristic.

Our latest gender pay gap report shows a mean gender pay gap of 4.5% and a median gender pay gap of 20%. This represents an increase from last year's median gap of 16.1% and is significantly higher than the current national average of 7%. While we acknowledge that there is still progress to be made, we are confident that this gap is not due to unequal pay for equivalent work. Instead, it reflects the distribution of men and women across different roles with varying salary levels.

To address these disparities and strengthen our commitment to equality, we have taken several key steps:

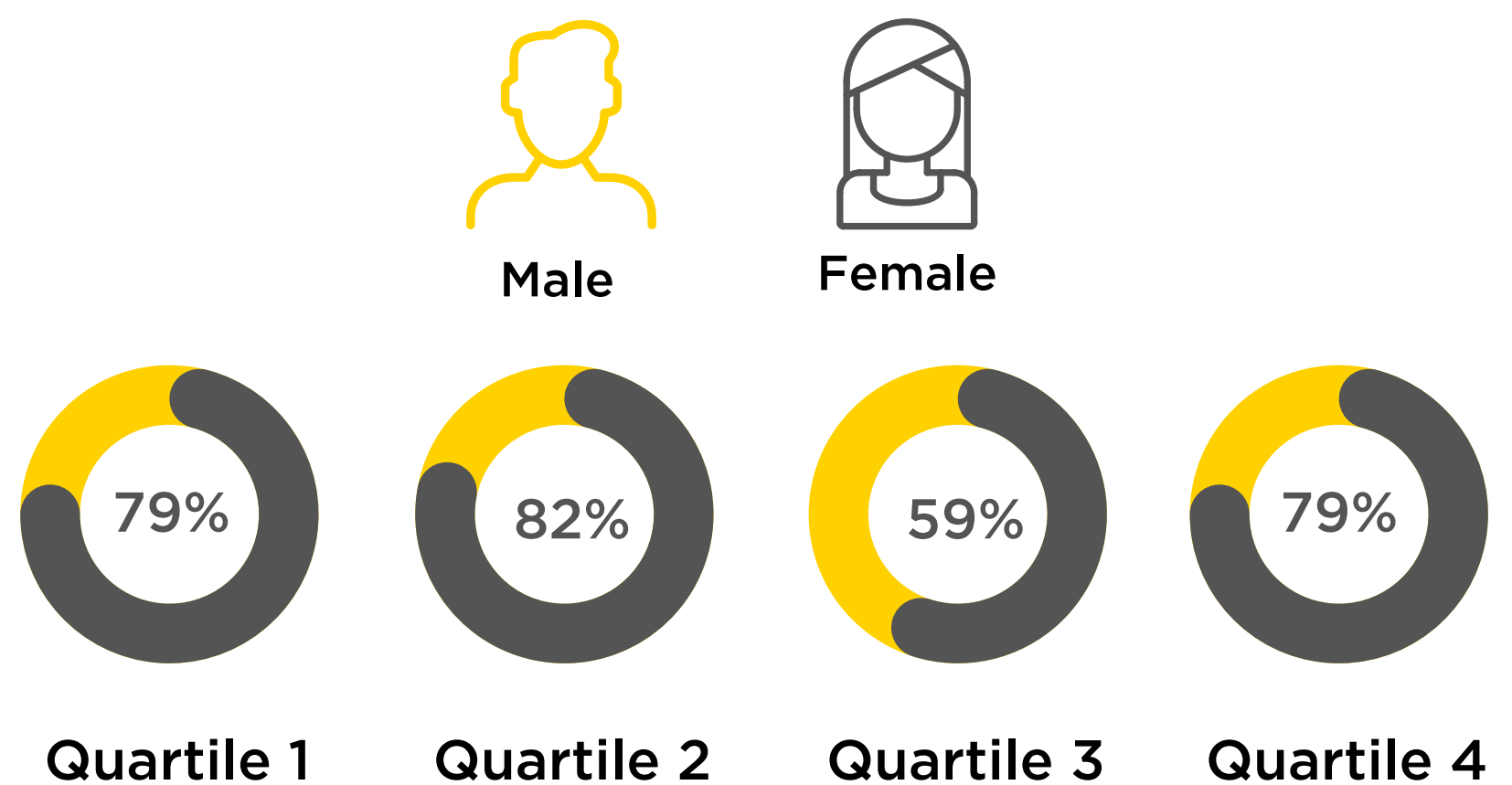
- **Blind Recruitment Process:** Shortlisting candidates based on experience to reduce unconscious bias
- **Data Monitoring & Reporting:** Collecting and analysing data on staff recruitment to inform decision-making
- **Mandatory Equity & Diversity Training:** Ensuring all managers receive training to promote an inclusive workplace
- **Flexible Working Policies:** Supporting a diverse workforce with adaptable working arrangements.

We recognise that our workforce is predominantly female, with women making up 75% of our employees. While we are proud to have achieved gender balance within our Senior Leadership Team (50/50), we remain committed to fostering a truly inclusive culture. Moving forward, we will continue to implement strategies that promote diversity, equity, and inclusion across the entire organisation, ensuring The Royal Ballet School remains a place where all employees can thrive.

PAY DATA

Difference between men and women	
Mean	Median
4.5%	20%

PAY QUANTILES



HOW WE WILL MAKE A DIFFERENCE

- We will continue to monitor and review the wages of our lowest-paid employees, ensuring that we meet or exceed the London Living Wage, special consideration is given to those on lower salaries within the School
- We will enhance our efforts to attract a wider range of candidates, encouraging more males into the lower paid roles
- Following staff feedback we are reviewing our internal development programmes to create clear and accessible career pathways for all employees
- We will ensure that all policies, procedures, and management guidelines reflect and support our ongoing commitment to EDI, fostering an environment where everyone can succeed.