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Shakespeare's Globe: Gender Pay Gap Report: 2022

The gender pay gap is a measure of workforce disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay.

The snapshot data used for this report was collated on 5 April 2022. This data does not include agency, freelance or contracted workers as they are not paid through Shakespeare's Globe's payrolls.

As outlined in the legislation, we have reported employees as 'men' and 'women', which is the sex provided to us by our employees for HMRC and payroll processing.

2022 Gender Pay Gap Narrative

We are delighted to report that the gender pay gap has significantly reduced at Shakespeare's Globe in 2022. For the **mean** calculations, the GPG has reduced **from 8% in 2021 to 1% in 2022**, and for the **median** calculations, the GPG has reduced from **9% in 2021 to -1% in 2022**.

There are several reasons for this change, including:

- In April 2021, 6 of the 8 Directors were male, compared to April 2022, where 8 of the 10 Directors were female.
- In the previous 5 years there has been 2 major restructures which has changed the gender diversity of the organisation.
- Turnover was high during the Covid-pandemic years, which resulted in a change in the gender diversity of the organisation.
- During 2020 and 2021, the data was affected by the covid job retention scheme, and an agreed temporary change was made on salaries over £25,000 p.a. ranging from 10% to 20% reduction.

It is intended that we will keep working on our pay rates to ensure that we have a close to 0% GPG each year and will be doing this by reviewing our pay policy and creating an equitable and transparent pay system.

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Mean Gender Pay Gap

The difference between the mean hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees.

- 1%
- Average hourly pay: £18.76 male, £18.49 female

This means, according to the mean calculation, we pay male employees 1% more than female employees.

Median Gender Pay Gap

The difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees.

- -1%
- Average hourly pay: £15.63 male, £15.76 female

This means, according to the median calculation, we pay female employees 1% more than male employees.

Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

- This does not apply to Shakespeare's Globe as we do not pay bonus payments.

Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

- This does not apply to Shakespeare's Globe as we do not pay bonus payments.

Bonus Proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

- This does not apply to Shakespeare's Globe as we do not pay bonus payments.

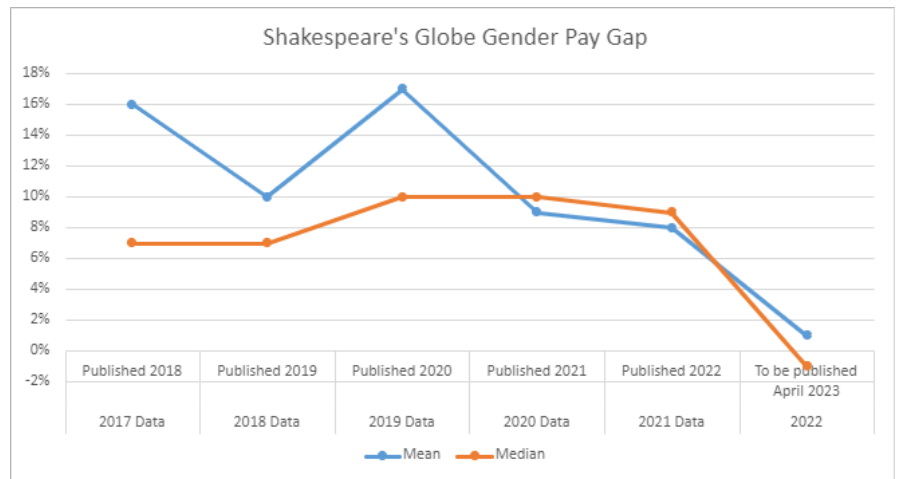
Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

	Female	F%	Male	M%
Upper Quarter	40	60%	27	40%
Upper Middle Quarter	49	72%	19	28%
Lower Middle Quarter	46	67%	23	33%
Lower Quarter	41	59%	29	41%

Previous Years

This graph and chart shows Shakespeare’s Globe’s median and mean gender pay gaps since 2017.



	2017 Data	2018 Data	2019 Data	2020 Data	2021 Data	2022 Data
	<i>Published 2018</i>	<i>Published 2019</i>	<i>Published 2020</i>	<i>Published 2021</i>	<i>Published 2022</i>	<i>Published 2023</i>
Mean	16%	10%	17%	9%	8%	1%
Median	7%	7%	10%	10%	9%	-1%

In comparison, the Office for National Statistics reported that the UK’s gender pay gap was:

- 2022: 8.3%
- 2021: 7.7%
- 2020: 9%

Signed by

Niki Cornwell
 Chief Financial and Operations Officer
 Shakespeare’s Globe Trust