



## Gender Pay Gap Report: 5 April 2024

### Introduction

At Shakespeare's Globe, we have a strong commitment to gender equality and inclusion, and our aim is to make Shakespeare accessible to all. We take responsibility for creating a diverse, inclusive, and anti-racist organisation.

We analyse annually the difference between the average pay of men and women employees. We are publishing this Gender Pay Gap Report using snapshot data from 5 April 2024 and will be reporting it by 4 April 2025 on our website and on the gov.uk website as per our responsibilities as an UK employer.

Please note, that the data reported on is based on the employee's sex identification that we need to report as part of our HMRC responsibilities as an employer, so does not consider the full breadth of genders that our employees identify as.

### Gender Pay Gap – Overview

We have reduced our pay gap since the last reporting point of 5 April 2023 from 3% to 0% (median), and maintained the 2% gender pay gap (mean).

Our pay gap over recent years has been comparatively low, so is sensitive to change from moving between a zero-pay gap to a marginal pay gap. The main difference in the time since the previous report that has impacted this year's gap has been the appointment of a female CEO (the highest paid member of staff), replacing our previous male CEO. However, as an organisation that has 70% female workforce, we should be expecting and always aiming to maintain a zero-gender pay gap

### Gender Pay Gap

- Mean Gender Pay Gap: *The difference between the average hourly pay of all male employees and the average hourly pay of all female employees, expressed as a percentage.*

<b>Mean Hourly Pay - Male</b>	£20.46
<b>Mean Hourly Pay - Female</b>	£20.09
<b>Mean Gender Pay Gap</b>	<b>2%</b>

This means that Shakespeare's Globe, according to the mean calculation, pays its male employees 2% more than our female employees.

- Median Gender Pay Gap: *The difference between the middle point of the hourly pay distribution for male employees and the middle point for female employees, expressed as a percentage.*

<b>Median Hourly Pay - Male</b>	£16.31
<b>Median Hourly Pay - Female</b>	£16.31
<b>Median Gender Pay Gap</b>	<b>0%</b>

This means that Shakespeare's Globe, according to the median calculation, pays its male and female employees at the same rate and therefore there is no pay gap.



- Pay Quartile Breakdown: The percentage of male and female employees within each pay quartile.

		Female	F%	Male	M%
<b>Q1</b>	<b>Upper Quarter</b>	69	73%	25	27%
<b>Q2</b>	<b>Upper Middle Quarter</b>	64	68%	30	32%
<b>Q3</b>	<b>Lower Middle Quarter</b>	69	73%	25	27%
<b>Q4</b>	<b>Lower Quarter</b>	62	67%	31	33%

This report has looked at pay of employees and freelance creative workers (e.g. actors, stage managers, and musicians). We have excluded anyone on unpaid leave. We do not pay bonuses so have not reported on the 'Mean Bonus Gap', 'Median Bonus Gap' and the 'Proportion of Men and Women Receiving Bonuses'.

### Previous Gender Pay Gap Reports

	2018 Data	2019 Data	2020 Data	2021 Data	2022 Data	2023 Data
	<i>Published 2019</i>	<i>Published 2020</i>	<i>Published 2021</i>	<i>Published 2022</i>	<i>Published 2023</i>	<i>Published 2024</i>
<b>Mean</b>	10%	17%	9%	8%	1%	2%
<b>Median</b>	7%	10%	10%	9%	-1%	3%

### Next Steps

Continuing to embed and raise competencies around inclusive practices will support the Globe in maintain a zero to low pay gap. We will use the following methods to create this.

- Inclusion Statement: Within the last year we launched an updated Inclusion Statement, which is highlighted in internal workshops, on the intranet, in onboarding documents, and in policies and guidelines.
- Strategic Plan 2025-2030
- Representation: Recruitment and progression practices

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Approved by Globe Trustees on 18 March 2025*