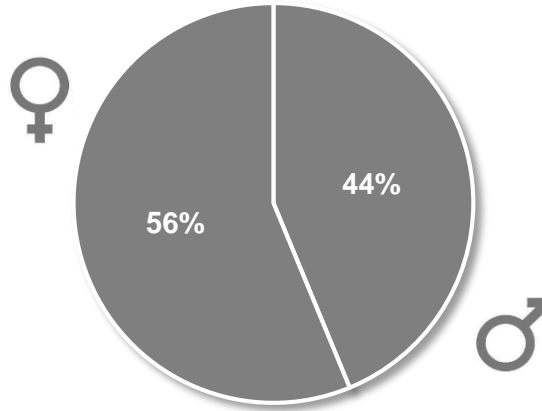


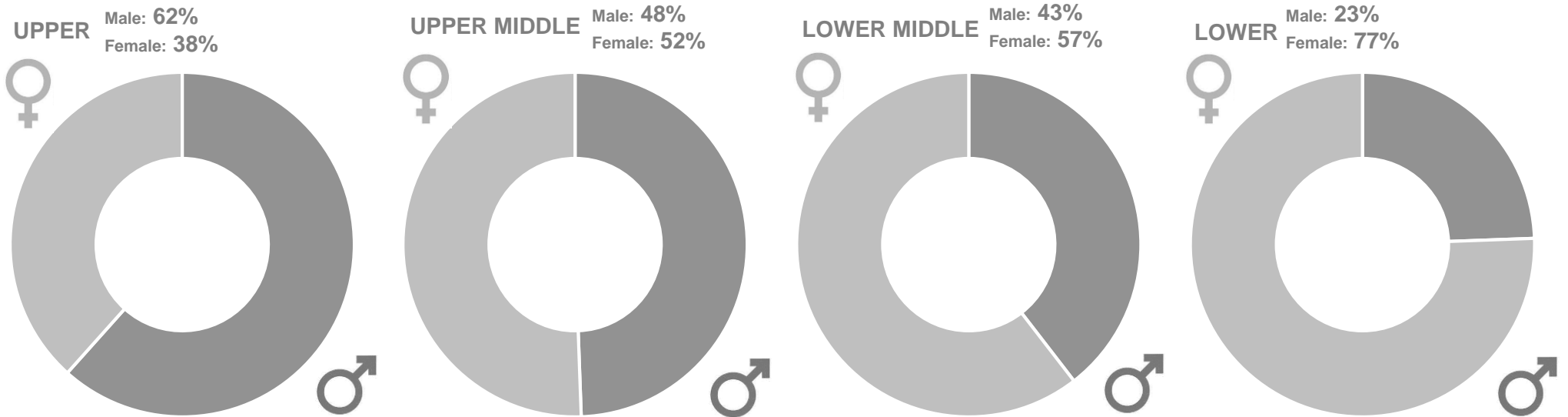
2017 Gender Pay Gap (GPG) Report

We are committed to maintaining a positive and inclusive working environment. This includes ensuring that individuals have equal access to jobs and that staff are also paid equally for carrying out the same or equivalent roles.

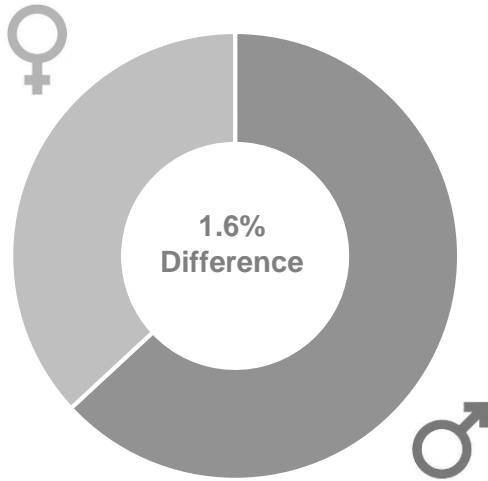


Mean: 16.1%, Median: 16.1%

The above shows the proportion of staff and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2017, based on hourly rates of pay.



The above illustrates the proportion of males and females across four quartiles of 86-87 staff and shows the mean and median gender pay gap difference of each.



In the financial year ending March 2017, 2.65% of males and 1.03% of females received a bonus payment. A difference of 1.6%. The mean bonus gender pay gap is 93.1%, the median bonus gender pay gap is 37.5%.

I confirm the data reported is accurate:

Alistair Spalding
Artistic Director and Chief Executive
November 2018