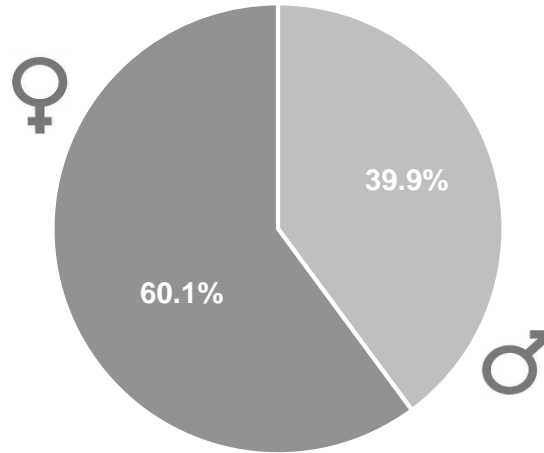


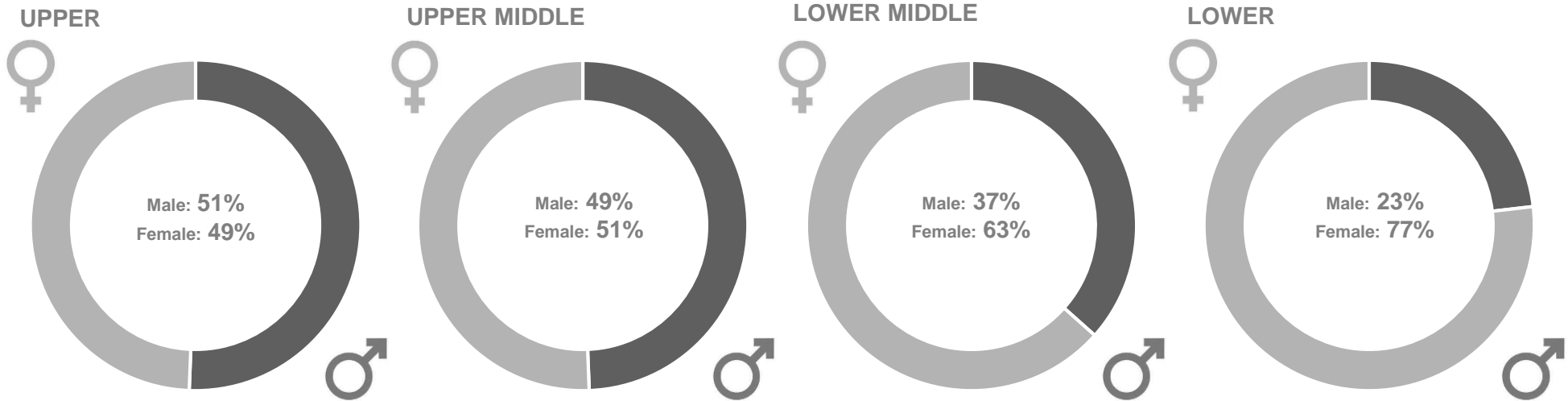
2018 Gender Pay Gap (GPG) Report

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: 10.76%, Median: 8.99%

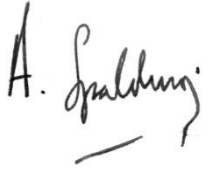
The above shows the proportion of staff and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2018, based on hourly rates of pay.



The above illustrates the proportion of males and females across four quartiles of 81-82 staff.

In the financial year ending March 2018, 2 males and 2 females received a bonus payment. The mean bonus gender pay gap is 94.82%, the median bonus gender pay gap is 92.19%.

I confirm the data reported is accurate:

A handwritten signature in black ink, appearing to read 'A. Spalding', with a horizontal line underneath.

Alistair Spalding
Artistic Director and Chief Executive
April 2019