

TRINITY LABAN GENDER PAY REPORT 2018



Trinity Laban believes in principles of social justice, acknowledges that discrimination affects people adversely, and is committed to challenge all forms of inequality.

Trinity Laban Equality Objectives

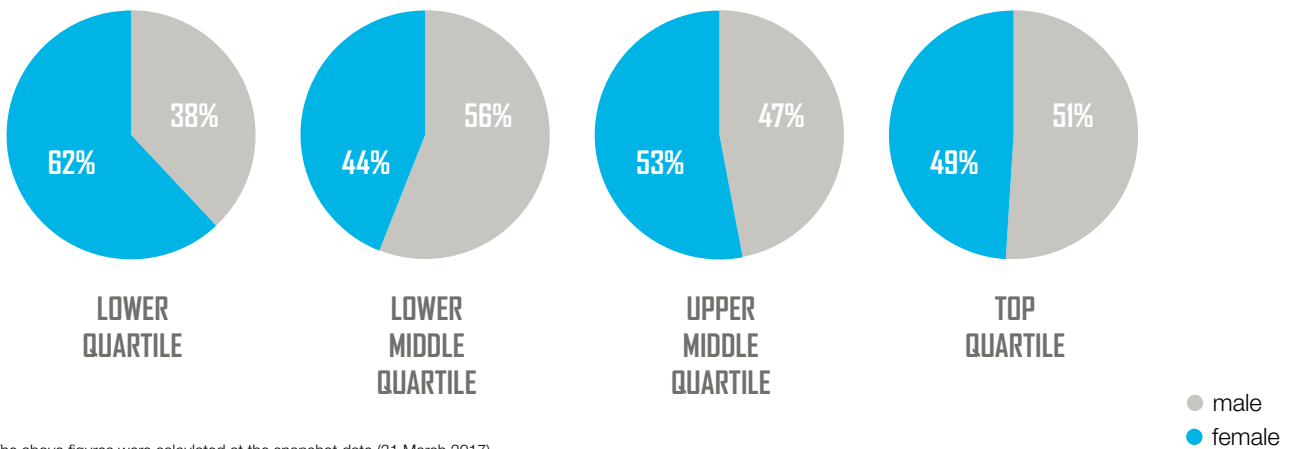
GENDER PAY REPORTING

Trinity Laban's disclosable pay gap is as follows:

	Mean	Median
Hourly Pay	1%	0%
Bonus	n/a	n/a

Trinity Laban staff do not receive bonus payments.

The proportion of males and females in each pay quartile is as follows:



The above figures were calculated at the snapshot date (31 March 2017).

SUMMARY

Our disclosable pay gap of 1% shows that we are meeting our legal obligation.

At Trinity Laban, we know that men and women are paid the same for doing the same jobs across the Institution. We have a graded job scheme and standardised pay spine, and roles are evaluated to establish their grade and salary range. New employees are appointed at the bottom of the grade, unless they have extensive experience, in which case they may be appointed higher within the grade,

following senior management scrutiny and sign off. All eligible staff – including those on maternity or paternity leave – receive an incremental award as part of the annual pay review.

As part of our deep commitment to equality in all its forms, we continue to review career progression and development, to ensure fairness for all employees.