Gender Pay Gap (April 2022 data, published April 2023)

The gender pay gap compares the average earnings of men and women, regardless of their role or seniority. It captures any pay differences resulting from the sorts of jobs performed by men and women.

Whilst both equal pay and the gender pay gap deal with the difference in pay women and men receive in the workplace, they are two different issues. Equal pay is concerned with the difference in pay between men and women performing **the same or similar work**. Unequal pay is unlawful.

Gender pay is calculated by comparing the mean and median pay of women to that of men.

A **positive figure** indicates that men's pay is higher. A **negative figure** indicates that women's pay is higher.

RSC Gender Pay Gap April 2022

This year (data taken April 2022), we are reporting a mean gender pay gap of **13.7%** and a median gap of **13.3%**.

April 2022 was a period of reduced activity, with no productions being performed in the Royal Shakespeare Theatre, Swan Theatre or The Other Place during the snapshot week.

Due to the way that Gender Pay is calculated, anyone earning below their usual pay at the snapshot date in April is excluded. For 2022, we have excluded 133 people from the calculations, which represents 21% of the RSC staff employed in April 2022.

Data from April 2020 and 2021 were adversely affected by the impact of the Covid-19 pandemic, and so were not representative of a typical year. The last year that we had comparable data was April 2019, where we reported a mean gender pay gap of 14.9% and a median gap of 12.9%.

We are also required to publish data on the percentage of men and women in each pay quartile. Please note this reflects only those included in the scope of reporting and does not account for any exclusions. As you can see, the proportion of women is far higher in the lower middle and lower quartiles, which has a significant impact on the gender pay gap we are reporting.

Pay Quartile	**Men**	**Women**
Upper	51%	49%

Upper Middle	49%	51%
Lower Middle	34%	66%
Lower	34%	66%

We are taking a range of actions to reduce our gender pay gap as we continue to work towards the RSC being an effectively anti-discriminatory organisation, fostering a culture of equity, diversity, justice, and inclusion.

These include focusing on fair and equitable pay rates, encouraging flexible working where possible, and ensuring our recruitment practices are transparent and inclusive. We are also undertaking a review of our approach to pay gap reporting overall to ensure we can accurately track our progress, and to help us identify further opportunities for improvement.

Catherine Mallyon	Erica Whyman
Executive Director	**Acting Artistic Director**