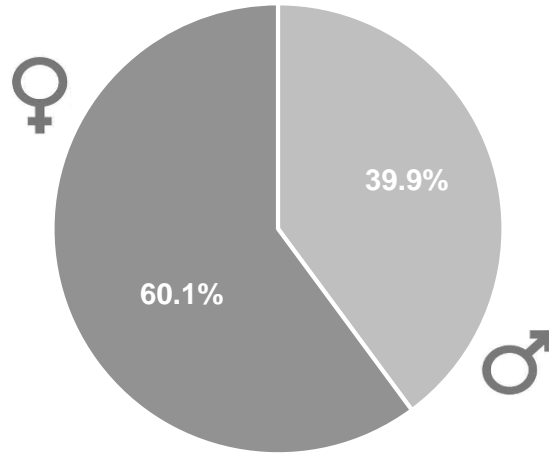


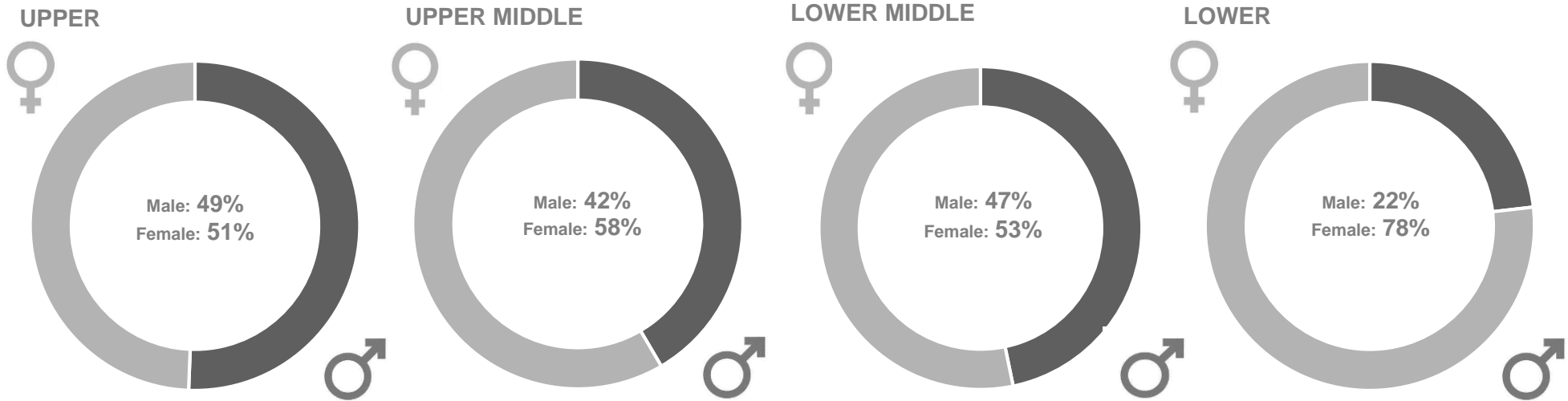
2019 Gender Pay Gap (GPG) Report

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: 9.65%, Median: 9.08%

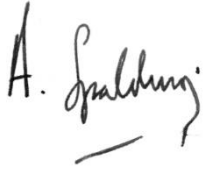
The above shows the proportion of staff and highlights the overall mean and median gender pay gap, as at the snapshot date of 5 April 2019, based on hourly rates of pay.



The above illustrates the proportion of males and females across four quartiles of 77 staff.

In the financial year ending March 2019, 3 males and 2 females received a bonus payment. The mean bonus gender pay gap is 88.75%, the median bonus gender pay gap is -125.00%.

I confirm the data reported is accurate:

A handwritten signature in black ink, appearing to read 'A. Spalding'. The signature is written in a cursive style with a horizontal line underneath the name.

Alistair Spalding
Artistic Director and Chief Executive
February 2020