

Shakespeare's Globe Gender Pay Gap Report 2026

Snapshot date: 5 April 2026

Shakespeare's Globe is committed to fair, transparent and inclusive pay. We will use this report as a baseline for focused action, test the effect of our employment practices, and monitor whether the gap reduces over time while maintaining strong representation of women throughout the organisation.

This report sets out Shakespeare's Globe's gender pay gap results for people on our payroll on 5 April 2026, including those on permanent, fixed-term, and casual contracts, and freelancers paid through payroll. The calculations compare pay for employees recorded as female and male, in line with UK gender pay gap reporting requirements. A pay gap is not the same as unequal pay: it shows the difference in average hourly pay across the whole workforce.

	Male hourly pay	Female hourly pay	Pay gap
Median	£19.03	£18.15	5%
Mean	£22.33	£21.08	6%

Headline findings

- 77% of the workforce was female and 23% was male on 5 April 2026.
- The median hourly pay gap was 5%: the midpoint hourly rate was £19.03 for men and £18.15 for women.
- The mean hourly pay gap was 6%: average hourly pay was £22.33 for men and £21.08 for women.
- Women formed the majority in every pay quartile, including 73% of the upper quartile.

Representation across pay quartiles

Pay quartile	Women	Men
Upper	73%	27%
Upper middle	76%	24%
Lower middle	81%	19%
Lower	78%	22%

What the figures tell us

The results show that women are strongly represented throughout the organisation, including at the top of the hourly-pay distribution. However, men's median and mean hourly pay remain higher. The 6% mean gap is unchanged from 2025, while the median gap has increased from 1% to 5%. The change should be interpreted carefully because the workforce includes a mix of permanent, fixed-term, casual and freelance engagements, and year-to-year movements in a relatively small number of roles can affect the results.

The quartile distribution does not show a simple pattern of women being concentrated only in lower-paid work. Instead, the gap is likely to reflect a combination of workforce composition, the distribution of men and women between roles and contract types, starting salaries, and access to progression.

Action Plan

1. Strengthen pay governance.
2. Monitor recruitment and progression.
3. Support development.
4. Maintain inclusive working practices.
5. Improve analysis.