

Welsh National Opera Gender Pay Gap Report 2018

Transparency Data

Updated 31 March 2019

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1. Welsh National Opera Gender Pay Gap Report: 5 April 2018

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap by 4 April each year. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The gender pay gap is different to equal pay. Equal pay is related to pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

Welsh National Opera supports the fair treatment and reward of all employees irrespective of gender. This report analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

The data in this report uses the Government Equalities Office methodology and is reported on the snapshot date of 5 April 2018. Welsh National Opera operated a bonus scheme on the snapshot date and we have included any relevant allowances in addition to basic pay in accordance with government guidelines. The period used was 1 April 2017 to 5 April 2018; twelve months preceding the snapshot date.

2. Gender Pay Gap

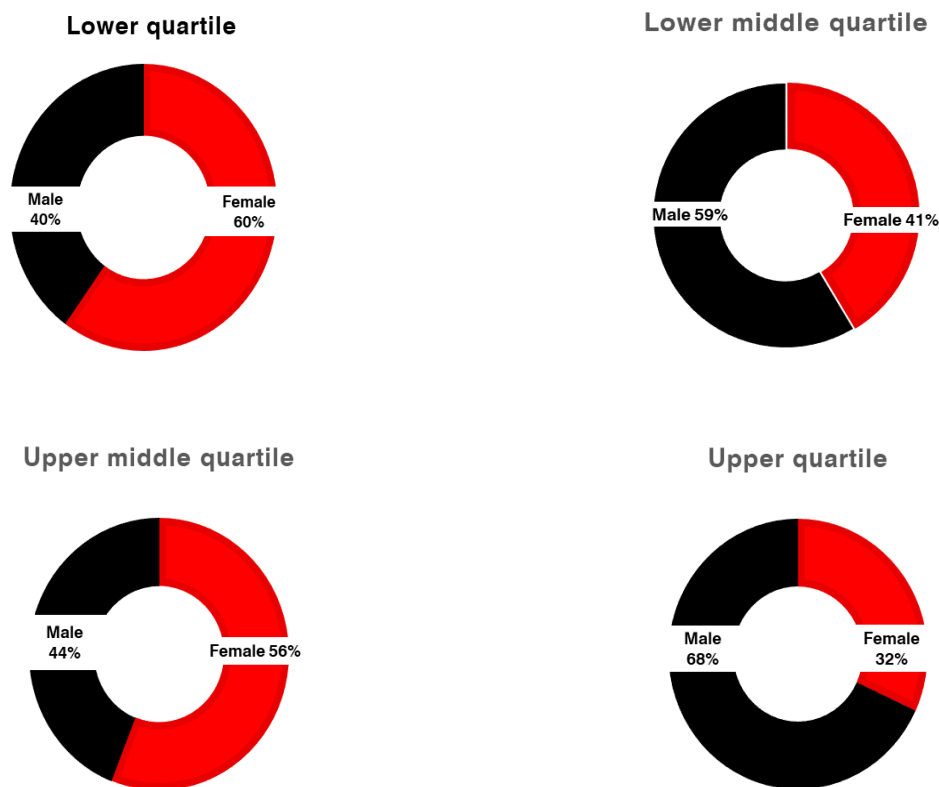
Mean pay gap: 14% (mean is the average in the data set) 2% Increase from 5 April 2017

Median pay gap: 13% (median is the middle number in the data set) 1% Decrease from 5 April 2017

Welsh National Opera pay data covers varying pay structures; Administration functions which are non-unionised and operate largely under a banding structure and various structures related to collective agreements with Equity, Musicians Union and BECTU. These agreements have been in place for decades and have been renegotiated over time.

3. Pay by quartiles

The proportion of male and female employees in Welsh National Opera in each quartile is shown in the table below.



The lower quartile pay is made up of split of 60% female and 40% male employees with the lower middle quartile being similarly split at 41% female and 59% male.

The upper middle quartile is similar to the previous year's data with female employees at 56% and male employees at 44%.

The upper quartile has remained the same as the previous year's data with female employees at 32% and male employees at 68%.

4. Bonuses

Mean bonus gap: 0% (mean is the average in the data set)

Median bonus gap: 0% (median is the middle number in the data set)

Welsh National Opera operated a reward and recognition scheme at the snap shot date. The Spot Award policy provides recognition for significant individual or team contributions, specifically related to financial/operational success and contribution to the organisation. Employees must be nominated for a spot award by their Line Manager and/or a member of the Senior Management Team, based on noted contributions and/or results. During the pay period, only female employees were nominated for and received Spot Awards. These awards been taken into account in the calculations.

5. Closing the Gender Pay Gap

Welsh National Opera is committed to paying our employees fairly irrespective of gender and recognises there is a greater proportion of men in our highest quartile which is reflected in the gender pay gap analysis. This figure is largely attributable to the fact that we employ a large number of male employees in senior positions in our orchestra, namely as Section-Principals and our Senior Leadership and Senior Management Teams are 32% female and 68% male.

We already have a number of family friendly policies to support women in the workplace including sabbatical/career breaks, flexible working patterns which can be adjusted to help with childcare, parental leave, shared parental leave and child care vouchers. We will also look at other options for flexible working such as reviewing home and mobile working policies.

Our recruitment process ensures the potential for unconscious bias is reduced as shortlisting panels do not see any personal details of candidates. This process supports our equality agenda by reinforcing the principles of fairness, consistency and a level playing field where candidates are selected for interview based on merit and the skills and experience required for each role.

We also offer work placements and work experience to those interested in a career within the arts regardless of gender.

There have been interesting developments in the gender make-up of traditionally male dominated roles, specifically in the Technical area. Currently all permanent employees within Stage Management are female and we have also attracted a higher volume of female applicants for other roles such as Electrics, Production, Stage Technicians and the Technical Apprentice Scheme with four of our recent joiners being female.

We will continue to build on these initiatives to reduce the gender pay gap and will look at actions to improve this including:

- Encouraging development of women within the organisation by continuing to empower individuals when appropriate to apply for senior roles.
- Ensuring that gender equality and increasing the representation of women at higher levels in the organisation is part of our strategic diversity and inclusion aims.
- HR is seeking to build links with job centres, agencies and other external partners to promote the organisation's opportunities for all genders. We will take advice from other arts companies as to how to target our advertising towards women and underrepresented groups.
- We have amended the recruitment process for our Orchestra by holding "blind auditions" and also use this process with internal candidates applying for promotion.
- We aim to look for a comparison of mean and median pay in organisations in related sectors once published in order to examine and benchmark our gap across comparators and share ideas and best practice. .
- We will consider setting targets for women's representation in our (freelance) creative teams.
- We launched the Female Conductor in Residence internship programme in October 2018 and the successful candidate will work with us for 18 months. This programme is designed to provide development opportunities for women and to address the gender imbalance in conducting roles.
- We will discuss Gender Pay Gap at Board level and seek trustees' advice on the issue.

I, Leonora Thomson, Managing Director, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Leonora Thomson', followed by a horizontal line and a period.

Date: 31 March 2019