

Welsh National Opera Gender Pay Gap Report 2019

Transparency Data

Updated 28 March 2021

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1. Welsh National Opera Gender Pay Gap Report: 5 April 2019

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 2019. Welsh National Opera did not operate a bonus scheme on the snapshot date however we have included any relevant allowances in addition to basic pay in accordance with government guidelines. The period used was 1 April 2018 to 5 April 2019; twelve months preceding the snapshot date.

2. Gender Pay Gap

The snapshot on 5 April 2019 showed that we had 143 females and 146 males working in the organisation.

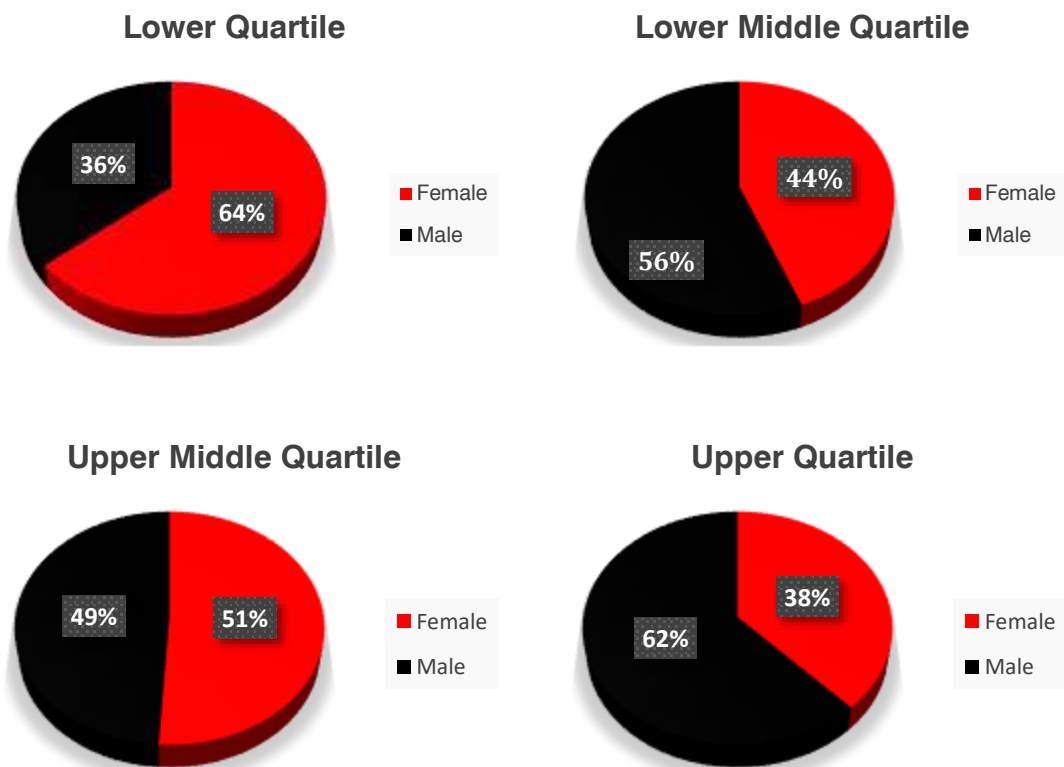
Mean pay gap: 14% (The mean pay gap is the difference in average hourly rates of pay that female and male employees receive. Hourly rates are taken and are divided by the number of people in the data set)

Median pay gap: 13.6% (The median pay gap is the difference in mid points of the ranges of hourly rates of pay for male and female employees. We arrive at the median by ranking individual rates of pay from lowest to highest and comparing the middle value) a 0.4% decrease from 5 April 2018.

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 quartiles reflect the lowest paid in the organisation (Lower quartile) through to the highest paid in the organisation (Top Quartile).



The lower quartile pay is made up of a split of 64% female and 36% male employees with the lower middle quartile also being similarly split at 44% female and 56% male.

There is more equal shift in the upper middle quartile with female employees at 51% and male employees at 49% compared to last year.

The proportion of female employees in the upper quartile has increased by 6% from last year with female employees at 38% and male employees at 62%.

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 38% female and 62% 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 and shared parental leave. 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.

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 to continue 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 will also use this process with internal candidates applying for promotion.
- We have implemented an Equality Diversity and Inclusion steering and working group to take forward the design and delivery of a plan which enhances Equality, Diversity and Inclusion across all areas of the organisation.
- We will continue 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 continue to discuss Gender Pay Gap at Board level and seek trustees' advice on the issue.

I, Aidan Lang, General Director, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Aidan Lang". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Date: 28 March 2021