

Welsh National Opera Gender Pay Gap Report 2020

Transparency Data

Updated 28 March 2021

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1. Welsh National Opera Gender Pay Gap Report: 5 April 2020

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 2020. 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 2019 to 5 April 2020; twelve months preceding the snapshot date.

2. Gender Pay Gap

The snapshot on 5 April 2020 showed that we had 147 females and 149 males working in Welsh National Opera.

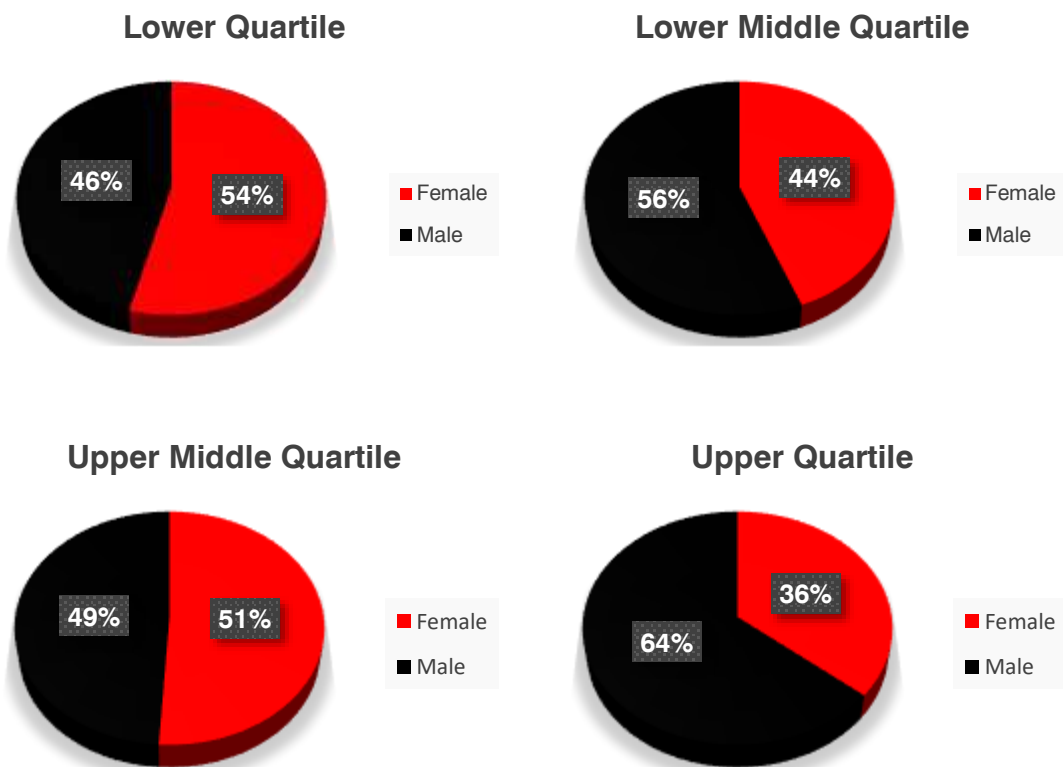
Mean pay gap: 13.8% (The mean pay gap is the difference in average hourly rates of pay that female and male employees receive. Hourly rates are taken and are divided by the number of people in the data set)

Median pay gap: 17.7% (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 4.1% Increase from 5 April 2019.

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 54% female and 46% male employees with a with the lower middle quartile also being similarly split at 57% female and 43% male.

The upper middle quartile remain the same as last year with female employees at 51% and male employees at 49%.

The proportion of female employees in the upper quartile has decreased by 2% from last year with female employees at 36% and male employees at 64%.

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 36% female and 64% 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 continue to ensure that our policies are inclusive and to develop new policies that improve equality, diversity and inclusion – for example exploring the development of a Menopause policy.

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.
- We will be investing in an applicant tracking system which will improve our ability to analyse our recruitment data, allowing us to identify where the challenges lie in recruiting women into more senior roles to enable us to create meaningful action plans.
- We will take advice from other arts companies as to how to target our advertising towards women and underrepresented groups.
- Action has been taken to benchmark roles across the sector and we continue to regularly review pay grading across the organisation.
- Our Equality Diversity and Inclusion steering and working group will continue to promote, champion and encourage diversity, inclusion and equality in the workplace.
- 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 need to encourage more female into Technical stage jobs and more male into Costume and performance support jobs. The Apprenticeship Scheme is fundamental in encouraging this.
- With the success of the Female Conductor in Residence internship which was designed to provide development opportunities for women and to address the gender imbalance in conducting roles. A second opportunity under this initiative will be offered for the 2022-2023 season, with recruitment starting around June 2021.
- 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:

Date: 28 March 2021