



GENDER PAY GAP 2021

About us

In 1943, Welsh National Opera was founded by a group of people from across south Wales including miners, teachers and doctors. They wanted to forge an opera company befitting Wales's rich reputation as the 'land of song'. The energy which drives the Company today is rooted in its formation in the 1940s.

We believe in the power of opera to transform lives.

Our mission is to bring the power, drama and raw emotion of opera to as wide an audience as possible in performances, marked by an uncompromising quest for artistic quality.

As a national company with international status, we sit at the heart of music-making in Wales and play a valuable role in the communities we serve in England. We work with our partners to discover and nurture young operatic talent and provide the springboard for international careers.

Touring is our lifeblood and we strive to present the highest quality work across our artistic programme, entertaining and inspiring audiences at our operas and concerts and providing transformative experiences through our youth and community work.

Building on our 70-year history and our roots in the communities of South Wales, we aim to demonstrate to future generations that opera is a rewarding, relevant and universal art form.

More than any other company, WNO opens up the world of opera to everyone.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alison Woodward

Director of People & Culture



Gender pay gap reporting

In 2017 the UK government introduced new regulations which require private organisations with more than 250 employees to report annually on six different measures of gender pay. This report is based on pay information from 5 April 2021.

Gender pay gap is the difference between the average hourly rate received by men and women and is not a comparison of pay rates for men and women doing work of equal value.

Definitions

Median pay gap is the difference between the middle hourly salary of men and women, when all salaries are lined up from lowest to highest.

Mean pay gap is the difference between the average hourly earnings of men and women.

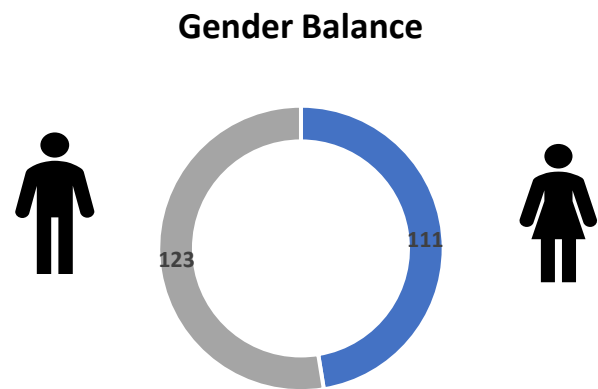
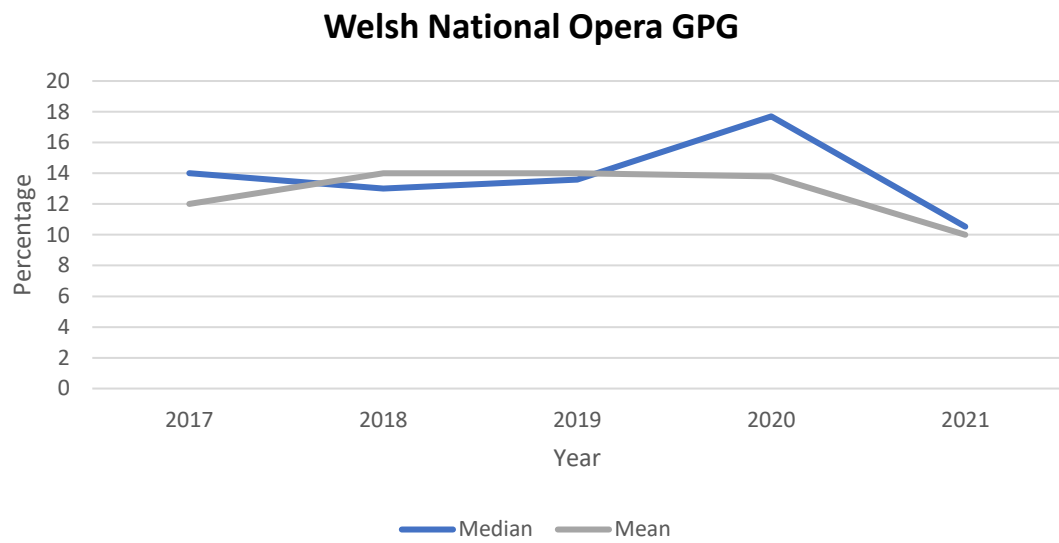


Our gender pay gap

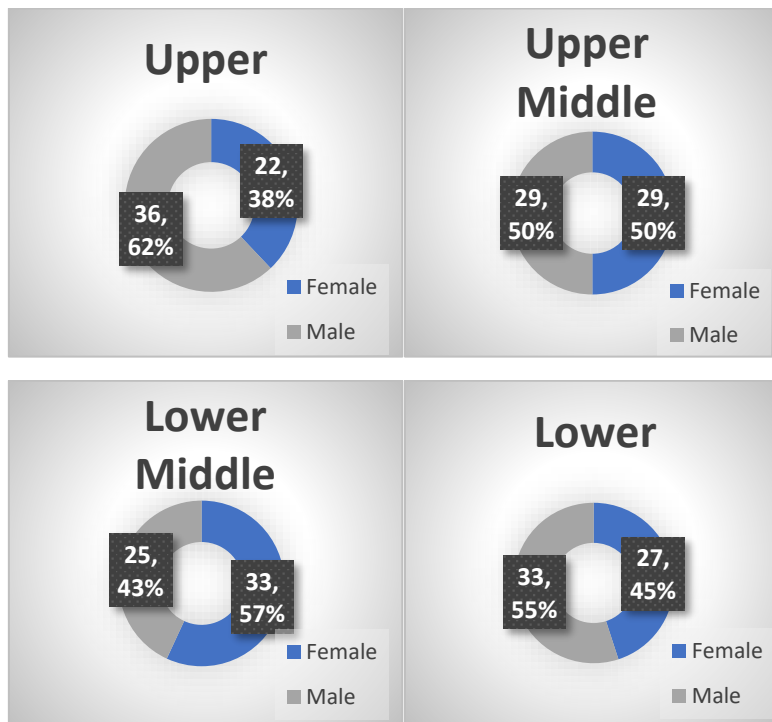
As a Company, we are committed to equality, diversity and inclusion and our people practices ensure that we recruit, retain and develop colleagues for the role, regardless of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation.

We believe that diversity and equality are crucial to our success. They help us create a collaborative and innovative performances that creates exciting work which represents and speaks to a wide range of people and gives everyone the opportunity to grow.

Our median gender pay gap for 2021 is **10.53%**. This is a reduction of 7.7% on last year's and is the lowest since gender pay gap reporting began in 2017. This demonstrates that we are closing the pay gap between males and females in our company through the measures we are taking.



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



Why we have a gender pay gap

Across Welsh National Opera, women are well represented throughout across all pay bands. However, they also occupy the majority of the two lowest pay bands.

This means that our organisational shape translates into a gender pay gap because although women are well represented at senior and middle manager levels in our organisation, they outnumber men in lower paid roles.



Closing our pay gap

As a people-focussed organisation, our colleagues are central to what we do and empowering them and enabling them to create extraordinary opera experiences that bring people together to enhance lives, strengthen communities and enrich all the places in which we focus our work.

As an employer committed to equality and diversity, we understand our responsibility to foster a more inclusive organisation and will work with our teams to achieve accreditation for inclusive ways of working. We will also embrace our social credentials providing further opportunities to engage our colleagues in helping our communities.

In 2022 we will launch a comprehensive people strategy which enables the delivery of our strategic goals and sets out our commitment to foster a truly inclusive organisation. At the heart of our people strategy, we will focus on colleagues having a great work experience through creating great people practices such as:

- Development opportunities and career pathways
- Demonstrating our commitment to equality, diversity and inclusion
- Embracing our social credentials in the way we work
- Building a strong engagement culture where colleagues are involved and feel valued for the work they do

We will continue to build on other People initiatives that have helped support the reduction in the gender pay gap and will look at how we can continuously improve our strategies for diversity and inclusion.

- 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 have invested in an applicant tracking system which has improved our ability to analyse our applicant data, allowing us to identify where the challenges lie in recruiting women into more senior roles.
- We continue to regularly review pay across the organisation.
- Our Inclusion Taskforce 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 to examine and benchmark our gap across comparators and share ideas and best practice.
- We will encourage more females into Technical stage jobs and more male into Costume and performance support jobs.
- We will continue to discuss Gender Pay Gap at Board level and seek trustees' advice on the issue.