

# Welsh National Opera Gender Pay Gap Report 2017

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## Transparency Data

Updated 29 March 2018

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### 1. Welsh National Opera Gender Pay Gap Report: 5 April 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 5 April 2017. 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 2017. 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 2016 to 5 April 2017; twelve months preceding the snapshot date.

## 2. Gender Pay Gap

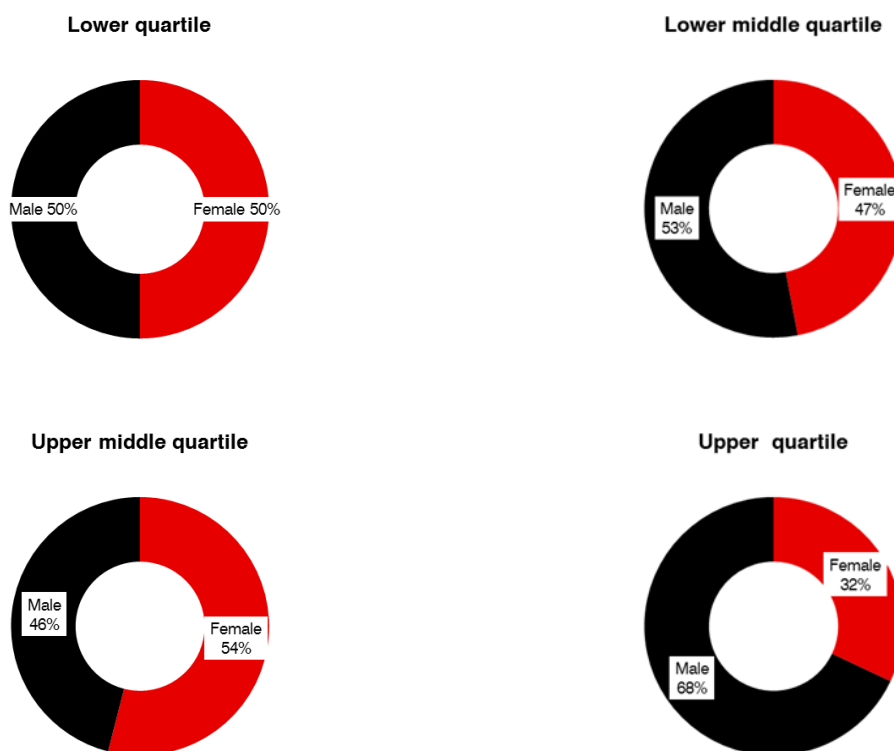
Mean pay gap: 12% (mean is the average in the data set)

Median pay gap: 14% (median is the middle number in the data set)

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 an equal split of male and female employees with the lower middle quartile also being similarly split at 47% female and 53% male.

There is a shift in the upper middle quartile with female employees at 54% and male employees at 46%.

The largest difference is in the upper quartile with female employees at 32% and male employees at 68%.

## 4. Bonuses

Welsh National Opera did not operate a bonus or reward and recognition scheme at the snap shot date.

## 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 Sub-Principals and our Senior Leadership and Senior Management Teams are 33% female and 66% 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.

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 running workshops for women entering leadership roles.
- Actively encouraging women to apply for senior positions and providing interview coaching.
- 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 will seek to build links with job centres, agencies and other external partners to promote the organisation's opportunities for all genders and target our advertising towards women and underrepresented groups.
- We will look at options to improve the gender diversity of our orchestra including amending the recruitment process to "blind auditions" and will also use this process with internal candidates applying for promotion.
- We will seek a comparison of mean and median pay in other arts organisations once published in order to examine and benchmark our gap across comparators and share ideas and best practice to improve.
- We will look at setting a target for women's representation in our (freelance) creative teams.
- Our Youth and Community team are working with Artistic Administration to launch a scheme in June to offer a role for an associate female conductor to work with the company for a year to 18 months. This programme is designed to support more women into the sector as there is such a lack of female conductors.

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

Signed:



Date: 29 March 2018