

Gender Pay Gap Information

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1. Introduction

Scottish Opera is voluntarily choosing to carry out Gender Pay Reporting in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires private and voluntary sector organisations with at least 250 employees on 5 April each year to publish pay details. In Scotland, there is also a requirement for public organisations with 20 employees or more to publish their gender pay gap figures by 31 March each year.

The data required is as follows:

- a) Mean gender pay gap - the difference between the average hourly rate of pay of males and that of females
- b) Median gender pay gap – the difference between the typical hourly rate of pay of males and that of females
- c) The proportion of males and females in each quartile pay band. To calculate these figures all hourly rates of pay from the lowest to the highest are put in a list, the rates divided into four equal groups, and the number of males and females in each of the quarters are proportioned
- d) There are three other calculations required by the Regulations: the mean bonus gap, the median bonus gap and bonus proportions. No bonuses are paid within Scottish Opera.

2. The Gender Pay Gap at Scottish Opera

The gender pay data, extracted from our payroll records on 5 April 2023, reported 124 relevant full pay employees, 43 males and 81 females. Artists who are engaged by Scottish Opera on the reporting date are not included in the figures because they are self-employed contractors.

There is a high proportion of women in administration and support roles, and also in the Costume Department, whereas there is underrepresentation of women in Stage, Lighting, and the traditional craft jobs in the Carpentry Workshop. The gender pay gap is dynamic and is influenced by the level of seasonal recruitment, which is determined by the complexity of Company activity. In the pay period that included 5 April 2023:

| | |
|--|---|
| a) Women's average hourly rate was: | b) Women were 'typically' paid : |
| 9.87% (mean) Lower than Men's | 3.99% (median) Less than Men |

| c) Pay Quartiles | Total Employees | No. of Males | No. of Females | Male % | Female % |
|-------------------------|------------------------|---------------------|-----------------------|---------------|-----------------|
| Upper (75 - 100%) | 31 | 12 | 19 | 39% | 61% |
| Upper middle (50 - 75%) | 31 | 12 | 19 | 39% | 61% |
| Lower middle (25 - 50%) | 31 | 10 | 21 | 32% | 68% |
| Lower (0 - 25%) | 31 | 9 | 22 | 29% | 71% |
| | 124 | 43 | 81 | 35% | 65% |

d) Bonus

No bonuses are paid within Scottish Opera.

3. Closing the Gender Pay Gap

The gender pay gap is not the same as unequal pay, which relates to what men and women earn for the same or similar jobs or work of equal value. The Company is confident that the gender pay gap does not stem from paying men and women differently. Within Scottish Opera, men and women receive the same pay for similar work.

From this time last year, median pay gap has reduced by 3.31% to 3.99%. Mean pay gap has increased by 0.97% to 9.87%.

The company has made further progress in recruiting females into management roles within the Technical Department. We will continue to look at ways to reduce the effects of occupational segregation where this exists.

Plans to reduce the gender pay gap are ongoing, including the following:

- A range of family-friendly policies, encourage flexible and hybrid working requests, including the continuation of trialling family-friendly scheduling
- Benchmarking roles across the sector and continue to review pay structures
- Continue to provide opportunities for internal career advancement
- As part of our Equality, Diversity and Inclusion action plan we are working towards accreditation with the National Centre for Diversity. Accreditation focuses on achievement of FREDIE (fairness, respect, equality, diversity, inclusion and engagement), this is a holistic approach to implementing and embedding change and buy-in from employees to create a natural environment for an inclusive culture to flourish.
- Encourage men to take up parental leave
- Improve anti-harassment and bullying policies

4. Declaration

Scottish Opera is committed to the principles of equal opportunities and equal treatment of all employees. The Company will take all steps necessary to reduce and eliminate the gender pay gap.

I confirm the information in this report is accurate and that the gender pay gap has been calculated in accordance with the Regulations.



Alex Reedijk
General Director
30 March 2024