



Scottish  
Opera

# Gender Pay Gap Information

Published April 2019

## 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, expressed as a percentage of men's pay
- b) Median gender pay gap – the difference between the typical hourly rate of pay of males and that of females, expressed as a percentage of men's pay
- 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 2018, reported 184 employees, 79 males and 105 females. Fifty-seven percent of employees are women, and currently women make up 60% of the membership of the senior management team. 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 are few women in roles 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.

a) Women's hourly rate is:	b) Women's hourly rate is:
<p style="text-align: center;"><b>9.8% (mean)</b> <b>Lower than Men's</b></p>	<p style="text-align: center;"><b>3.2% (median)</b> <b>Lower than Men's</b></p>

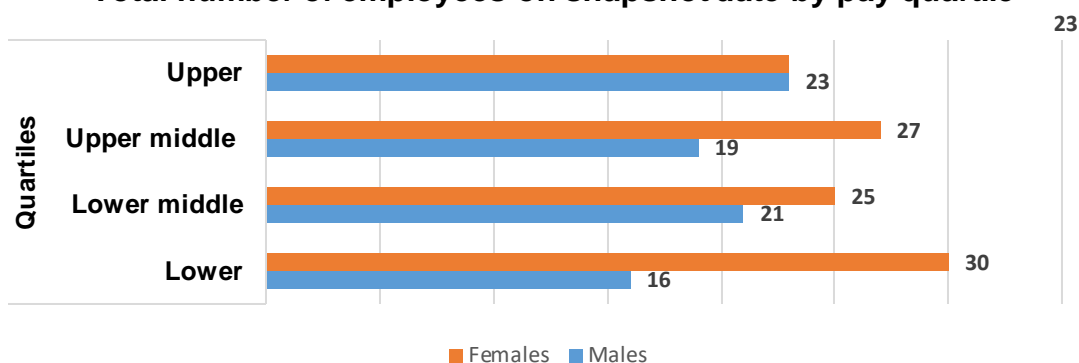
The average pay gap between men and women in the UK in 2018 was 9.7%. Forty-four companies in the performing arts reported their figures last year, the average gap was 7%.

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.

### c) Pay Quartiles

	Men%	Women%
Upper (75 - 100%)	50.0	50.0
Upper middle (50 - 75%)	41.3	58.7
Lower middle (25 - 50%)	45.7	54.3
Lower (0 - 25%)	34.8	65.2

### Total number of employees on snapshot date by pay quartile



### d) Bonus

No bonuses are paid within Scottish Opera.

## 3. 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  
4 April 2019