

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. Due to the impact of the Coronavirus (COVID-19) pandemic, employers were given an additional six months after their normal deadline to report their gender pay gap information.

The data required by the Regulations is as follows:

- a) Median gender pay gap – the difference between the typical hourly rate of pay of males and that of females. To obtain this figure, employees on the payroll on 5 April are split into two lists by gender, with their hourly rate of pay listed from the highest to the lowest. The median is the difference between the hourly pay of the man and the hourly pay of the woman in the middle of these two lists.
- b) Mean gender pay gap - the difference between the average hourly rate of pay of males and that of females.
- c) Quartile Pay - the full list of hourly rates of pay is divided into four equal groups. This denotes the proportion of males and females in the lower, lower middle, upper middle and upper pay quarters.
- d) There are three other calculations required by the Regulations relating to bonus payments. No bonuses are paid within Scottish Opera.

2. The Gender Pay Gap at Scottish Opera

Women's hourly rate is on average (mean) 9.9% lower than Men's hourly rate, and 'typically' 9.1% (median) lower than Men's

- this means that women earn 91p for every £1 that men earn.

The gender pay gap is strongly influenced by the level of seasonal employment. The gender pay data, extracted from our payroll records on 5 April 2020, reported 198 'relevant' employees. Our employee numbers are higher than average at this time each year because of the level of activity. However, the effect of the pandemic and the introduction of the UK government furlough scheme resulted in increased numbers of employees, (up by 23 from last year). Although Furlough commenced in mid-March, on 5 April 2020 all employees and workers were in receipt of full pay, so therefore are designated as *relevant employees* within the regulations.

Artists who are engaged by Scottish Opera are not included in the figures because they are self-employed contractors. A breakdown of the total number of employees on the payroll on 5 April 2020 is noted in the table below.

Employee / Worker category	Male	Female	TOTAL	% Male	% Female
Core Staff	64	81	145	44%	56%
Seasonal Staff	8	33	41	19.5%	80.5%
Casual Workers	5	7	12	41.5%	58.5%
All Employees	77	121	198	39%	61%

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. There are 5 pay structures within Scottish Opera, and in all these pay structures, men and women receive the same pay for similar work.

Pay Quartiles

	No. of Males	No. of Females
Upper	21	28
Upper middle	22	27
Lower middle	14	36
Lower	20	30

Bonus

No bonuses are paid within Scottish Opera.

3. Closing the Gender Pay Gap

The Company has made some progress in recruiting females into roles within the Electrics and Stage departments which have traditionally been regarded as male-dominated occupations. Ways to reduce the effects of occupational segregation where this exists our plans to reduce the gender pay gap are being explored, include the following:

- A range of family-friendly policies and support for flexible working requests, including the continuation of trialling a family- friendly schedule
- Benchmarking roles across the sector and continue to review pay structures
- Continue to provide opportunities for internal career advancement
- The Scottish Opera Equality, Diversity and Inclusion Strategy includes the development of an action plan to close the gender pay gap. This work has commenced and is being carried out in consultation with the Scottish Opera Board and all of the work force.

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
5 October 2021