

Gender Pay Gap Information

April 2022



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 by the Regulations 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. 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.
- 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

In the pay period that included 5 April 2021, overall the women's hourly rates were greater than the Men's hourly rates, resulting in negative figures as follows:

the Mean gender pay gap was -3.1 women's average pay was 3.1% higher than the average of men's

the Median gender pay gap was -6.3 women were 'typically' paid 6.3% more than men.

There were extraordinary circumstances in April 2021. Usually, the Company is very busy at that point in the year, but in April 2021 there was no rehearsal activity. There were 183 employees on the payroll, and 95 of these employees were furloughed at that time. These 95 employees were not *Full-pay Relevant Employees* (they received 80% of pay), therefore, in accordance with the Regulations, were excluded from the gender pay gap calculations.

3. Pay by quartiles

88 employees on the payroll were *Full-pay Relevant Employees*, even though a number of them were also furloughed. Employees who were furloughed and who received 100% pay was included in the gender pay gap numbers. This resulted in a pay distribution as follows:

Pay Quartiles	Total Employees	No. of Males	No. of Females
Q1 Upper	22	9	13
Q2 Upper middle	22	8	14
Q3 Lower middle	22	8	14
Q4 Lower	22	14	8
	88	39	49

4. Bonus

No bonuses are paid within Scottish Opera.

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

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. 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, support for flexible 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
- The Scottish Opera Equality, Diversity and Inclusion Strategy includes the development of an action plan to close the gender pay gap.

5. 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
1 April 2022