

# Gender Pay Gap Information

Published March 2026

## 1. Introduction

Scottish Opera is committed to the Scottish Government’s Fair Work First action plan. Gender Pay Gap reporting is part of this plan, as well as reporting we choose to do 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 2025, reported 134 relevant full pay employees, 44 males and 90 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. 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 2025:

<b>a) Women’s average hourly rate was:</b>	<b>b) Women were ‘typically’ paid :</b>
<b>9.04% (mean) Lower than Men’s</b>	<b>3.70% (median) More than Men</b>

<b>c) Pay Quartiles</b>	<b>Total Employees</b>	<b>No. of Males</b>	<b>Male %</b>	<b>No. of Females</b>	<b>Female %</b>
Upper (75 - 100%)	33	11	33.33%	22	66.67%
Upper middle (50 - 75%)	33	8	24.24%	25	75.76%
Lower middle (25 - 50%)	34	12	35.29%	22	64.71%
Lower (0 - 25%)	34	13	38.24%	21	61.76%
	<b>134</b>	<b>44</b>	<b>32.84%</b>	<b>90</b>	<b>67.16%</b>

#### **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.

In 2025 women are well represented across all pay quartiles and form the majority in each, particularly within the mid to higher pay bands. This distribution demonstrates that women are strongly represented at all levels of the company.

Compared to 2024, the median gender pay gap has narrowed slightly from -5.47% to -3.70% in 2025, due to seasonal workforce changes. Despite this movement, the gap remains negative and indicates a well-balanced pay structure at the midpoint, with equitable outcomes for the typical employee.

The mean gender pay gap has continued to improve, reducing on the previous year by 0.49 to 9.04% in 2025.

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
- We have now achieved Silver Accreditation with the National Centre for Diversity and are continuing to evolve our Equality, Diversity and Inclusion action plans. 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.

A handwritten signature in black ink, appearing to be 'Alex Reedijk', with a long horizontal stroke extending to the right.

Alex Reedijk  
General Director  
31 March 2026