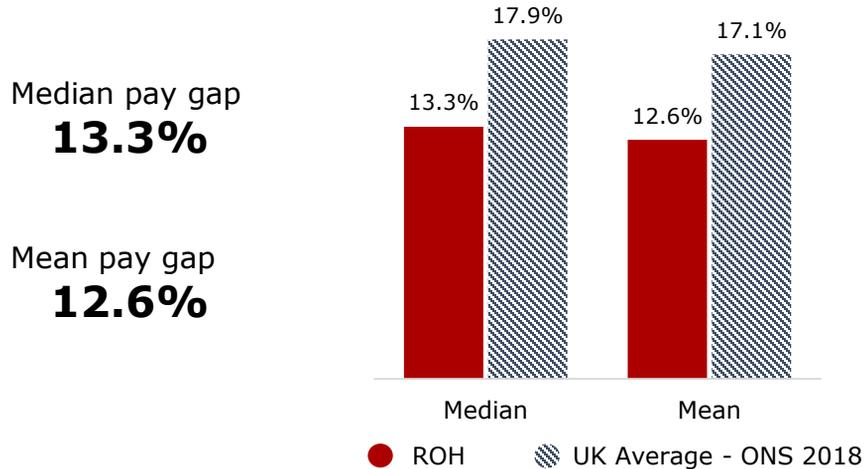


# Gender Pay Gap Report

March 2019

## ROH Gender Pay Gap

Our median and mean pay gap as at 5th April 2018



## How we calculate the ROH Gender Pay Gap

The gender pay gap calculation shows the difference in the average hourly pay for all men and women employed by the ROH, regardless of their role or seniority.

We include permanent and fixed term employees, casual staff, extra orchestra players, and extra chorus including actors and dancers in our calculations. The data used to calculate hourly pay is taken from a snapshot of our workforce on 5th April 2018.

The hourly pay used to calculate the gender pay gap includes basic pay, allowances, media fees and responsibility payments

## Understanding our Gender Pay Gap

Overall, our workforce is made up of 49% women and 51% men.

Our median and mean pay gaps remain lower than UK averages and the median has reduced by 0.1% and the mean by 2.2% since our 2017 reporting.

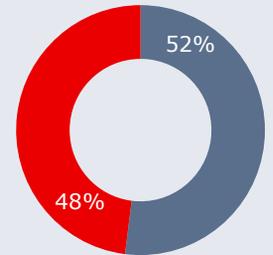
A large majority of our roles are linked to fixed pay grades where men and women are paid the same hourly rate, regardless of gender.

However, we have more men than women in the higher paid roles at the ROH - there are more men paid at the upper and upper middle quartiles, with a large portion of women falling into the lower middle quartile.

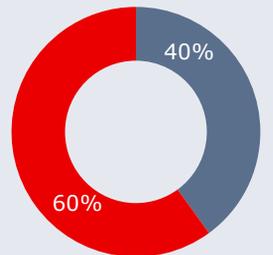
## Pay Quartiles

● Women    ● Men

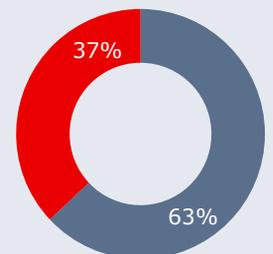
Lower



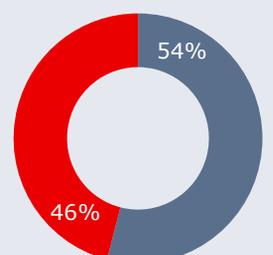
Lower Middle



Upper Middle



Upper



## ROH Bonus Gender Pay Gap

We don't operate a bonus scheme at the ROH, however, the gender pay gap regulations say that long term service pay awards should be included in this calculation.

To calculate the bonus gender pay gap, we looked at all payments made in the 12 months prior to April 2018 including the long service pay award.

We have many long serving employees who are eligible for the Long Service Pay Award. The majority of these staff are men which leads to the gap in bonus pay between men and women.



## Improving Gender Balance at all levels of the Royal Opera House

We want to improve our gender balance at all levels of the ROH and are working on various initiatives:

Improve gender balance in technical theatre by encouraging more women to apply for jobs in areas where the workforce has been more traditionally male. Our Apprenticeship Scheme has supported 11 females through **technical stage and scenic production apprenticeships** over the last 8 years.

Regularly **review our recruitment processes**. Since September 2016 all roles recruited through our online recruitment process are shortlisted anonymously. This means the shortlisting panel won't see name or contact details until the interview stage. We also plan that all future interview panels will include both men and women.

**Build on our support for women, parents and carers** at the ROH. We will look at how we can provide more flexible working initiatives and more support and training to help break down the practical and perceived barriers to progression.

Regularly **review our pay grading and pay benchmarking** approach across the ROH to ensure that we continue to have equal pay.