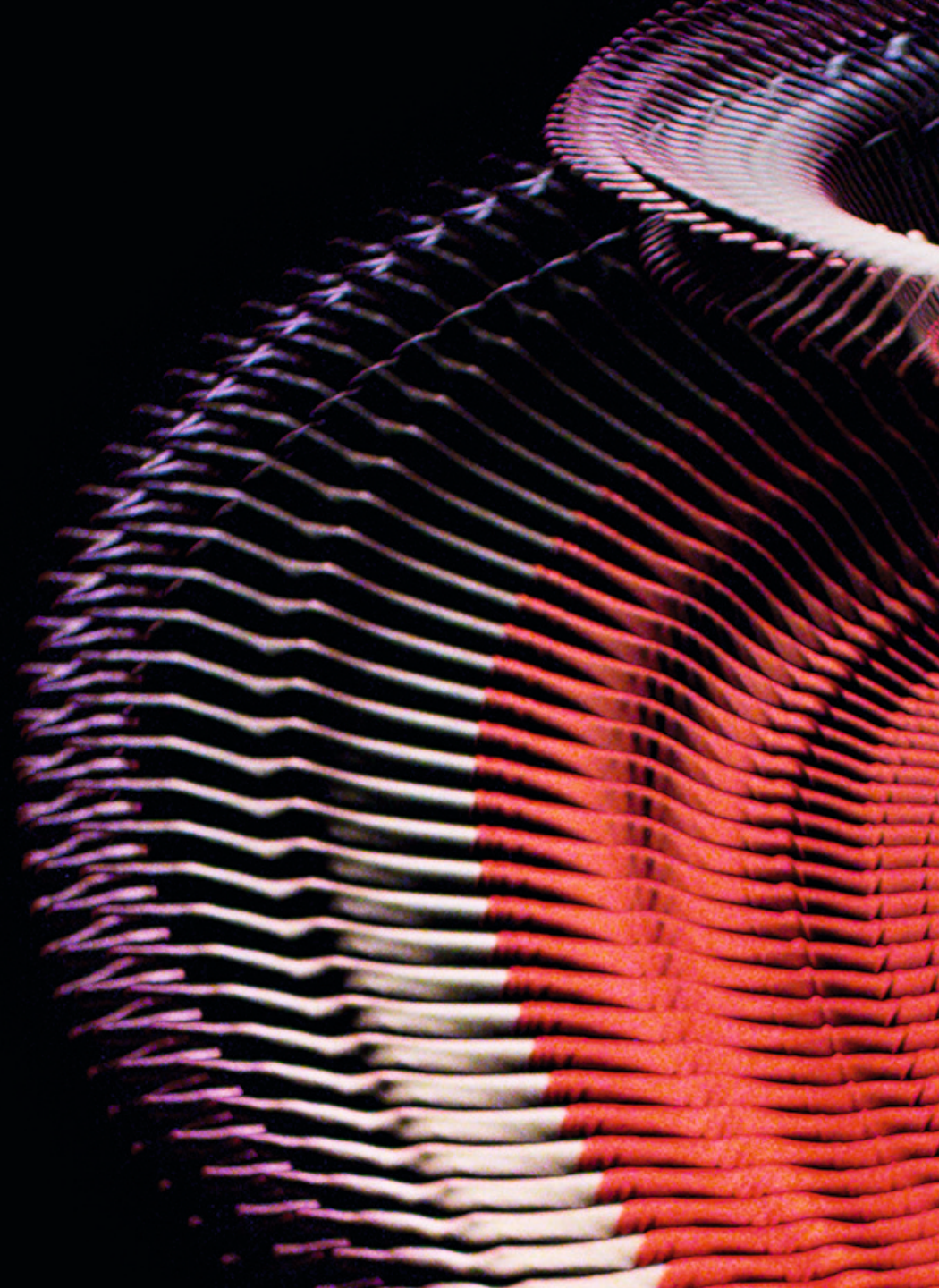




ROYAL
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Gender Pay Gap Report 2019



Gender Pay Gap Report 2019

The gender pay gap calculation shows the difference in the average hourly pay for all men and women employed by the Royal Opera House, 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 5 April, 2019.

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

We are also required to calculate the bonus gender pay gap. This calculation is based on all payments from 6 April 2018 to 5 April 2019 made to relevant individuals that are considered a bonus under the gender pay gap regulations. We don't operate a bonus scheme at the ROH but long term service pay awards are included in this calculation.

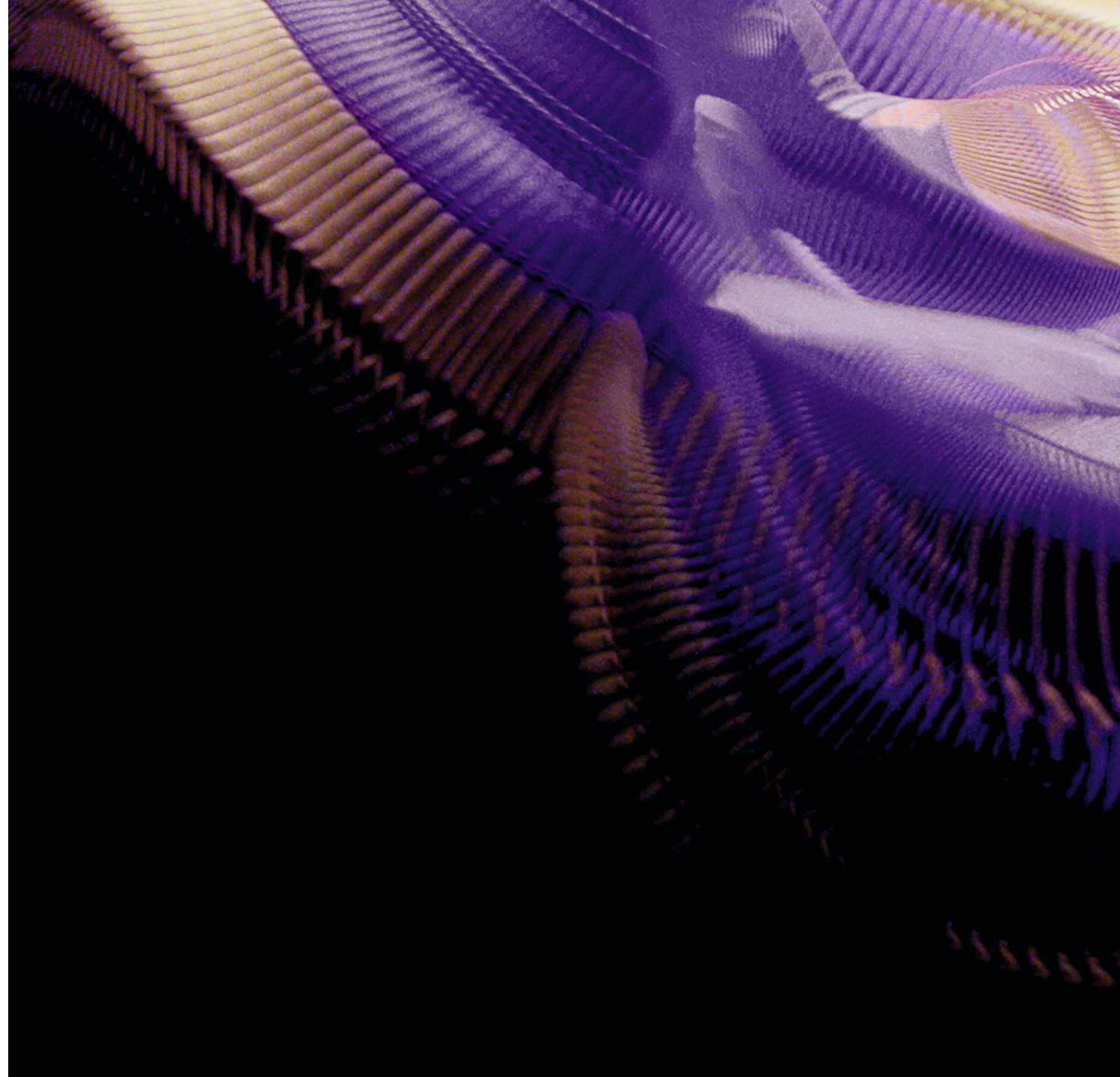


Understanding our Gender Pay Gap

Our gender pay gap reflects the make-up of our permanent and fixed-term workforce whose salary is largely predictable across the course of a year.

As a working theatre with a varying repertory, the demographic of our contingent workforce (casuals, freelance performers, etc.) varies weekly depending on operational activity, for example, which shows are in rehearsal or performance. As a result, our gender pay gap calculations will be influenced by the make-up and earnings of that additional workforce on the 5 April, the date which is specified in the regulations to calculate the gender pay gap.

A large majority of our roles are linked to fixed pay grades agreed with the recognised Trades Unions where staff in the same grade are paid a set hourly rate, regardless of gender.



Gender Pay Gap Data

The Royal Opera House Gender Pay Gap as on 5 April 2019. On this day our workforce was made up of 47% women and 53% men.

Median



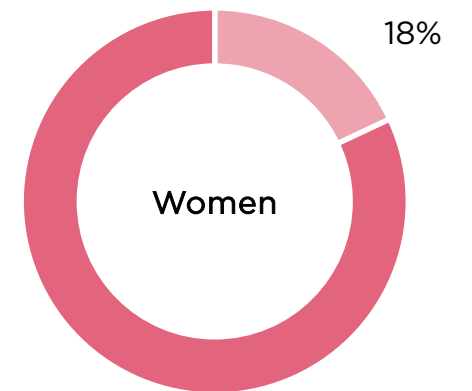
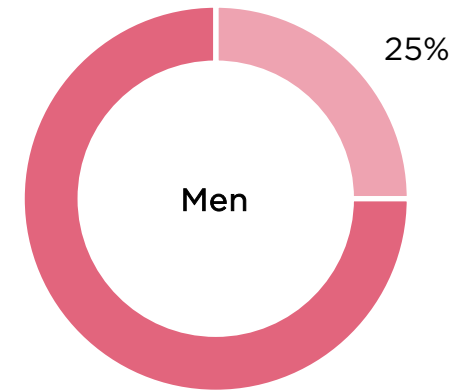
Mean



Proportion of men and women in each pay quartile



Bonus gender pay gap. Proportion of men and women receiving a bonus (including long service) payment



Median 16.7%
Mean 14.9%

Improving gender balance at all levels

Apprenticeships

- We need to encourage more women into Technical stage jobs and more men into Costume and performance support jobs. The Apprenticeship scheme is pivotal in encouraging this, having supported 16 women through technical stage and scenic production apprenticeships over the last 10 years.

Recruitment

- We will continue to ensure all roles are anonymously shortlisted and seek new avenues to promote jobs roles to a diverse audience.
- We will also seek to have both male and female representation on shortlisting and interview panels.
- We will continue to strive to strike a balance between the number of men and women in each department and the variety of roles that they fulfil.

Support for women, parents and carers

- This year saw the launch of the ROH Parents and Carers network and a review of the flexible working policy is ongoing. We hope this will allow us to further support women break down the practical and perceived barriers when re-joining the workforce and when looking to progress.

Pay grading and benchmarking

- A review of the technical and costume performance support would be beneficial.
- Action has been taken to benchmark roles across the sector, and we continue to regularly review pay grading across the organisation.

