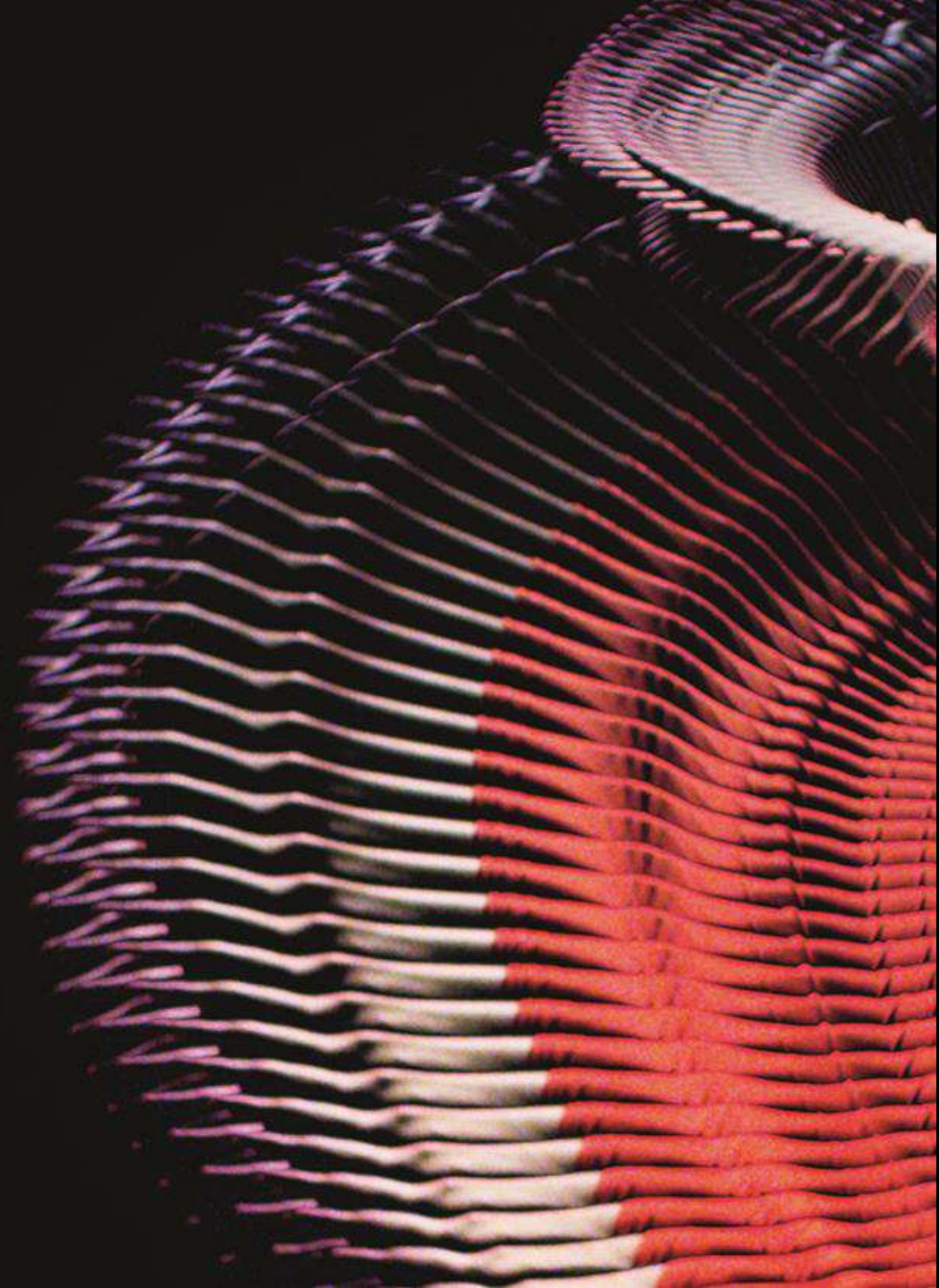




ROYAL
OPERA
HOUSE

Gender Pay Gap Report 2021



Gender Pay Gap Report 2021

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 their 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 2021.

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. The calculation is based on all payments made to relevant individuals from 6 April 2020 to 5 April 2021 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 workforce is made up of permanent and fixed term employees and a contingent workforce (casuals, freelance performers, extra players, etc.). While our permanent workforce remains largely static aside from the expected annual turnover, the make-up of our contingent workforce can vary weekly depending on the repertory and operational activity, meaning any changes to our gender pay gap is usually in large part influenced by this group of contingent staff.

On the snapshot date for the 2021 gender pay gap calculations, due to government restrictions our theatre was closed and performances cancelled. The number of casuals and freelancers is much lower this year, only a small proportion of casuals were working on the snapshot date and no extra chorus members were contracted at this time.

As a result, our 2021 gender pay gap, like our 2020 report is more representative of the gender pay gap between our permanent and fixed-term employees, of which a large majority of roles remain linked to fixed pay grades agreed with the recognised Trades Unions, where staff in the same grade are paid a set hourly rate.



Gender Pay Gap Data

The Royal Opera House Gender Pay Gap as on 5 April 2021. On this day our workforce was made up of 51% women and 49% men.

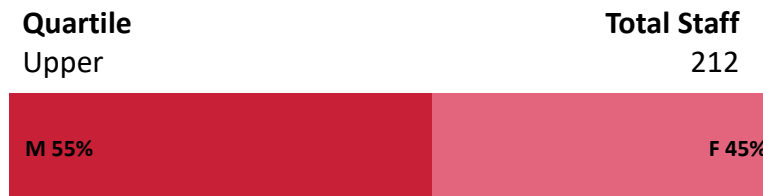
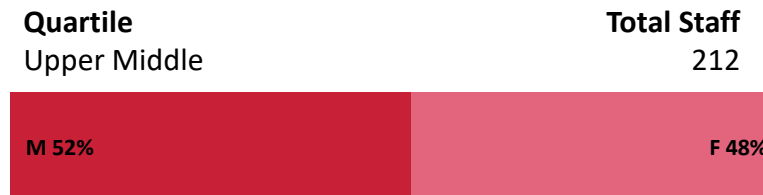
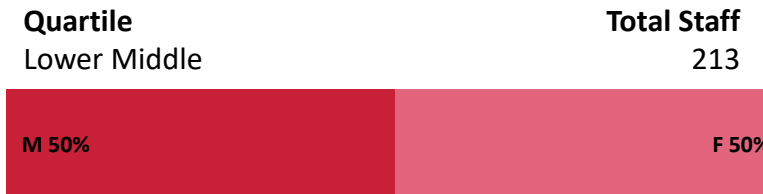
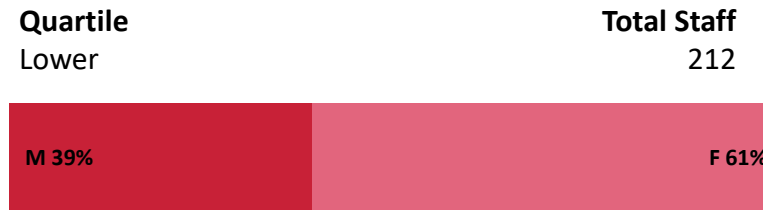
Headline Gender Pay Gap (Median)



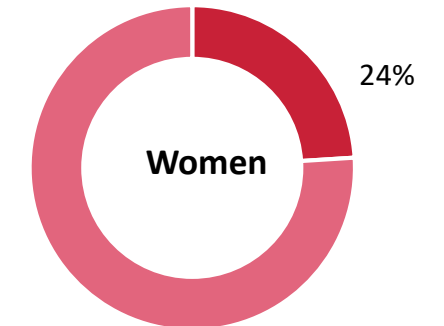
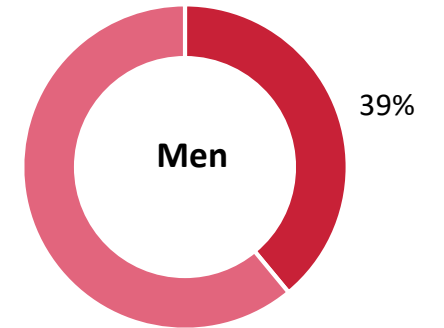
Mean



Proportion of men and women in each pay quartile



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



Median 12.6%
Mean 11.7%

Improving Gender Balance

Organisation restructure

The organisation underwent a major restructure in December 2020, an important part of this included a new pay grading structure for the technical, production and costume departments. This has resulted in a significant reduction of the Gender Pay Gap within this department and there is now a 0% gap (reduced from 18 % in 2020). We have sized jobs to create parity within roles in the department, which means we can ensure women are being paid equally to men.

Recruitment

We continue to ensure all roles are anonymously shortlisted and require all interview panellists to complete unconscious bias training.

We are also continuing to implement gender balanced shortlisting and interview panels.

We have hired a dedicated Recruitment Team within the HR department, who are working on establishing a consistent approach to recruitment across the ROH.

We are aware there continues to be an unbalanced gender split within the Orchestra. The Orchestra will be implementing screened auditions within the 21/22 season.

Support for women, parents and carers

As the building re-opened in 2021, the organisation supported a hybrid working model in areas where remote working was possible. This flexible approach is attractive to many people with caring responsibilities and is seen by them as a key retention tool.

There is more work to be done in ensuring our higher paid roles are appealing to people who require more flexibility. The implementation of the new consistent approach to recruitment will help support this.

Rewards

We are continuing our work on developing a new rewards framework that will address any issues of fairness and transparency at the ROH, including a review of the Long Service Pay Bonus. Similarly a new approach to pay award approval will also be developed, featuring a process that tracks gender (and ethnicity and disability).

Gender Diversity on Creative Teams and Artists

Our guarantee within the Royal Opera for each new team to feature at least one woman; supported by annual Engender open calls is still ongoing. The goal is to achieve an equal split of female creatives by the end of the 21/22 season. Furthermore, there is a target for 50% of assistant directors in the JPYA programme to be female.

Given the reduction in activity in 2021, there were only two extra players in the Orchestra within this year's data capture, as activity has now returned to normal levels the data for April 2022 will show an increased number of high paid extra players, a significant number of whom are male. This will negatively impact next years gender pay gap. Longer term, Orchestra management are working on engaging a more gender balanced pool of Extra players.

Succession Planning

We understand the need to recruit more senior women into the organisation. We are continuing our work on diverse succession planning across the organisation. The HR team will work with the Executive team to embed diversity in succession planning, by identifying, developing and nurturing relationships with senior talent in the sector from under-represented groups for senior roles, with gender being one of the areas of emphasis. There will be gender balanced shortlists for all Senior and Executive appointments.

