

Liverpool Philharmonic – Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of 5 April 2022.

- Our mean gender pay gap is 11.42%.
- Our median gender pay gap is 6.34%.

Please note that Liverpool Philharmonic do not pay bonus payments, therefore figures associated with bonus payments are not incorporated into this document.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	49.27%	50.72%	All employees whose standard hourly rate is within the lower quartile
B	43.47%	56.52%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	42.02%	57.97%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	59.42%	40.57%	All employees whose standard hourly rate is within the upper quartile
<p>A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.</p> <p>The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p>			

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We have standardised pay rates for many roles which apply to all staff employed in the same capacity.

We are committed to retaining and fairly rewarding all employees and recognise the importance of a fair, consistent and transparent pay and pay review process.

We negotiate pay rates annually in consultation with our recognised trade unions representatives the Musicians' Union (MU) and UNITE.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because of a high proportion of women in roles paid at a lower salary and a lower proportion in the higher paid roles.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.

What are we doing about our Gender Pay Gap?

We are committed to doing everything we can to reduce our Gender Pay Gap and to support gender equality in the workplace, so far, we have taken the following steps:

- Rolled out equality, diversity, inclusion and belonging training to all staff at Liverpool Philharmonic which has a focus on all protected characteristics including gender.
- Developed new recruitment packs which show and encourage applicants from diverse backgrounds to apply for roles at Liverpool Philharmonic.
- Incorporated secondary selection methods on all recruitment panels and taken steps to ensure that all recruitment panels are diverse.
- Proactively engaged with our local communities and partnerships to recruit to vacancies.
- Held open recruitment events in community venues and settings.
- Implemented a new menopause policy which is aimed at supporting women in the workplace.
- Developed a revised exit interview process to collect data which identifies whether there are barriers or aspects of organisational culture that indicate a turnover of staff with protected characteristics.
- Enabled the use of preferred pronouns on e-mail signatures and name badges.
- Continued the work of the Inclusion and Relevance Steering Group, which is chaired by the Chief Executive, and which outlines objectives to promote diversity (including gender diversity) across the organisation.
- Have a flexible working policy in place which allows requests from all employees to work flexibly, regardless of their role and level of seniority, and supports the principle that flexible working is not just associated with part-time working.
- Implemented a working from home policy which enables staff, in certain roles, to work from home for a proportion of their working week.
- Reviewed induction processes to ensure inclusivity and relevance is incorporated at the very start of employment.

- Amended some staff contracts to allow more flexibility over working hours to support those with caring responsibilities.
- Enhanced the Shared Parental Leave policy to incorporate an enhanced payment above the statutory rate.
- Implemented pay review guidance which provides a fair and transparent process for pay reviews.
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Over the next 12 months we will:

- Review our policy framework to ensure it reflects good practice, is free from bias and that the language and terminology is gender neutral.
- Carry out a staff survey with an emphasis on equality, diversity and inclusion.
- Review the support for women returning from parental leave and maternity leave.
- Review vertical and horizontal occupational gender segregation making relevant recommendations as appropriate.
- Review the support that is in place for members of staff with caring responsibilities including child and elder care.
- be investing in a new HR system which will enable us to create an evidence base, to identify any barriers to gender equality and to help us make priorities for action in addressing our gender pay gap.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

I, Michael Eakin, Chief Executive, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Michael Eakin', with a large, stylized loop at the end.

28th March 2023