

Liverpool Philharmonic – Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of 5 April 2024.

- Our mean gender pay gap is 2.44%
- Our median gender pay gap is 0.29%

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

As a Gender Diverse employer, we have a number of employees who identify as non-binary. Please note that they have not been included in this document, as per government guidelines.

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	48.61%	51.39%	All employees whose standard hourly rate is within the lower quartile
B	54.93%	45.07%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	36.62%	63.38%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	54.93%	45.07%	All employees whose standard hourly rate is within the upper quartile

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.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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.

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, through which we have seen a 4.8% decrease in our mean gender pay gap from 2023:

- Reviewed many of our processes and procedures, such as recruitment, induction/onboarding to ensure inclusivity and relevance is incorporated at the very start of employment.
- Revised the 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.
- Identified other areas of the employee lifecycle where revision and improvements can be made, to ensure inclusivity and relevance are incorporated and any potential barriers removed.
- 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/settings for stewarding and other casual roles to reach people who may be uncomfortable attending the more formal setting of the Philharmonic Hall.
- 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.
- Updated the working from home policy to enable staff, in certain roles, to work from home for a proportion of their working week.
- Reviewed our policy framework to ensure it reflects good practice, is free from bias and that the language and terminology is gender neutral.
- Implemented a new HR system, using this to identify any barriers to gender equality and to help us make priorities for action in addressing our gender pay gap.

Over the next 12 months we will:

- Continue reviewing our policy framework to ensure it reflects good practice, is free from bias and that the language and terminology is gender neutral.
- Review the support that is in place for members of staff with caring responsibilities including child and elder care. We are engaging with the University of Liverpool Future Families research team around developing approaches to help in implementing family-friendly approaches in a performing arts workplace where work patterns are very different from a normal white-collar workplace.
- Continue engaging with our local communities and partnerships to recruit to vacancies.
- Continue holding open recruitment events in community venues/settings for stewarding and other casual roles to reach people who may be uncomfortable attending the more formal setting of the Philharmonic Hall.
- Reviewing our recruitment process for Orchestra musicians, to ensure a fully inclusive process.

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.

You can find out more about Liverpool Philharmonic's Inclusivity and Relevance Plan by following this link [Liverpool Philharmonic Inclusivity and Relevance Plan](#)

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 flourish at the end.

Date

28th January 2025