

## Gender Pay Gap 2022 report

This is the first year the Institute of Contemporary Music Performance (ICMP) has published the Gender Pay Gap data so there is no previous comparison data. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Gender pay gap reporting is required under the Equality Act 2010. ICMP is required to publish its gender pay gap for workers in scope of the regulations as of 5 April each year. This narrative relates to the figures as of 5 April 2022.

### What is the Gender Pay Gap and how is this different to Equal Pay?

Gender Pay Gap reporting, measures the difference between the average pay of all men and all women, irrespective of their job role or seniority. A gender pay gap above zero will show that, on average, men earn more while a pay gap below zero shows that women, on average, earn more. Equal Pay reporting is concerned with identifying and eliminating unjustified inequalities between the pay of specific groups of people performing like work, equivalent work or work of equal value.

ICMP is committed to the principle of equal pay for equal work for its entire staff. Whilst our gender pay gap reporting indicates that there is scope to improve on, we are confident that we have no significant differences in place in terms of men and women carrying out the same/similar roles and/or work of 'equal value'. This being reinforced by our pay benchmarking review, an exercise which will be repeated at regular intervals.

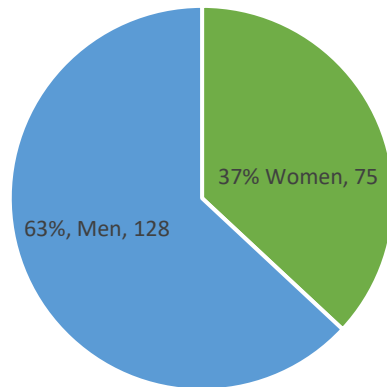
### What are we required to report on?

- **Mean gender pay gap** : The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
- **Median gender pay gap** : The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees
- **Mean bonus gap** : The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees
- **Median bonus gap** : The difference between the median bonus paid to male relevant employees and that paid to female relevant employees
- **Bonus proportions** : The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **Quartile pay bands** : The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

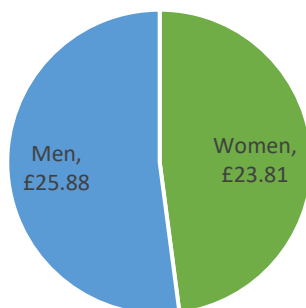
## The data

The workforce gender profile of ICMP at the snapshot date of 5 April 2022 was:

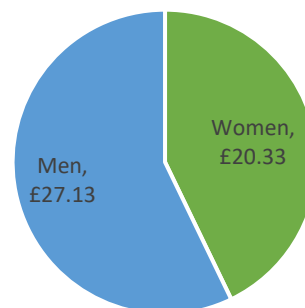
### Headcount



Mean (Average)  
Women's hourly rate is 8%  
lower

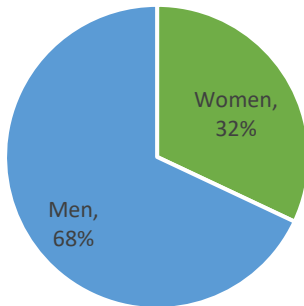


Median (Middle)  
Women's hourly rate is 25%  
lower

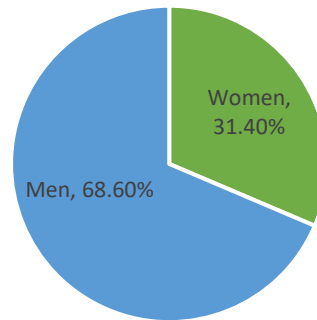


## Quartiles

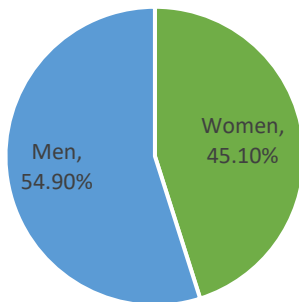
Upper quartile



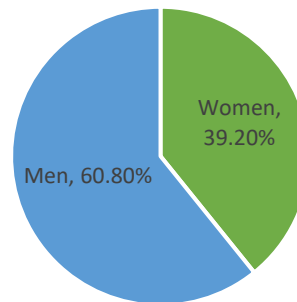
Upper middle quartile



Lower middle quartile



Lower quartile

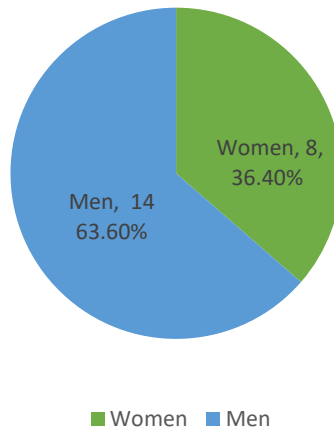


ICMP has examined the gender imbalance in the upper middle quartile and the upper quartile and concluded that it is caused by roles being filled predominantly by men.

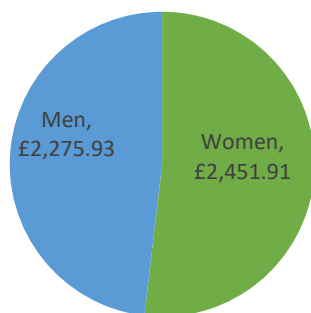
## Bonus payments

Bonus payments include rewards related to profit-sharing, productivity, performance and long service awards.

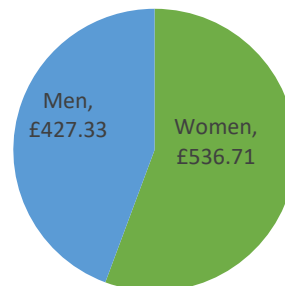
Bonus by gender



Bonus payment (mean)  
Women's bonus payment  
is 7.7% higher



Bonus payment (median)  
Women's bonus payment is  
25.6% higher



## What have we achieved so far?

- The London Living Wage has been implemented and any increases paid.
- As far as possible we seek to ensure that interview panels are gender balanced.

- Good work/life balance and flexible working policies are in place to support a healthy work/life balance and return from maternity/paternity/adoption leave and caring responsibilities.
- Recruitment and Selection process has been strengthened and we consider the impact of language and how it is used in job descriptions and adverts.
- We are continually working to improve the quality of the data we hold to enhance reporting and analysis to support evidenced based interventions.

### **Looking to the future**

- Understanding and taking steps to address the gender pay gap should be seen within the wider context of the ongoing work and recommendations of the EDI Committee.
- We will use statements in our adverts to actively encourage applications from under-represented groups where appropriate.
- We will continue to improve our overall equalities monitoring data of ethnicity and other protected characteristics to reflect our broad commitment to the equality, diversity and inclusion agenda and to identify issues of intersectionality that may exist for women (and others) in our pay structure.
- We will continue to investigate ways to improve career pathways for under represented groups including external mentoring.
- We will ensure that any reward and recognition arrangements are free from any gender bias and explore the reasons for any potential anomalies.