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WALES MILLENNIUM CENTRE

The Wales Millennium Centre

Gender Pay Gap Report – 2019

Who is the Wales Millennium Centre?

Wales Millennium Centre is the home for creative arts in Wales, and a cauldron of creativity for the nation. We are situated in the heart of Cardiff Bay, and have welcomed over 18.5million people through our doors since opening in 2004. We continue to be one of Wales' most popular visitor attractions and strive to fire the imagination by providing theatre, music and performance, in addition to life changing learning experiences for young people.

Vision and Objectives

The Centre's vision is to *Inspire Our Nation, Impress the World* by creating inspirational and life changing experiences that broaden horizons.

In the coming years, the Centre will seek to:

- Create innovative work that showcases Wales to the world
- Raise the aspiration of every young person in Wales
- Be accessible to everyone
- Be celebrated as one of the leading performing arts centres in the world

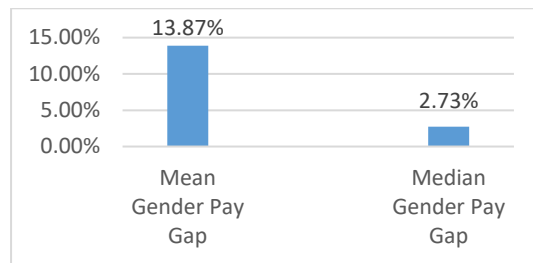
People are the heart of our organisation, without whom we could not achieve our ambitions. We believe that every employee should have the opportunity to flourish, achieve their potential and contribute to the success of the business

Equality & Diversity at the Wales Millennium Centre

Central to our vision and objectives is our commitment to Equality and Diversity. The Centre believes in being an inclusive and diverse organisation where all our staff and customers feel welcome and one where our working environment, and the services we provide reflect the diversity of the people and communities with whom we engage. To deliver success we realise we must be proactive in removing the barriers which some people may face when accessing our services, including when seeking employment. We therefore ensure continually that our practices are not only compliant but are proactive, and work in accordance with the Equality Act 2010.

Our Gender Pay Gap

The bar chart below illustrates our overall mean and median gender pay gaps based on data at 5th April 2018.



Glossary of Terms:

Mean Pay: Average pay for all employees (based on hourly rate)

Median Pay: The mid-point when pay is set out from the highest point to the lowest point, providing a view of the typical pay of the middle earner (based on hourly rate)

Our Gender Pay Quartiles

The table below illustrates the gender distribution across the Centre in four equally sized quartiles according to pay bands.

<u>LOWER QUARTILE</u>		<u>LOWER MIDDLE QUARTILE</u>		<u>UPPER MIDDLE QUARTILE</u>		<u>UPPER QUARTILE</u>	
<u>Total in Quartile =</u>	57	<u>Total in Quartile =</u>	56	<u>Total in Quartile =</u>	56	<u>Total in Quartile =</u>	56
<u>% of Males Lower Quartile =</u>	37%	<u>% of Males Lower Middle Quartile =</u>	41%	<u>% of Males in Upper Middle Quartile =</u>	43%	<u>% of Males in Upper Quartile =</u>	55%
<u>% of Females Lower Quartile =</u>	63%	<u>% of Females Lower Middle Quartile =</u>	59%	<u>% of Females in Upper Middle Quartile =</u>	57%	<u>% of Females in Upper Quartile =</u>	45%

Bonus Payments

As part of the statutory reporting obligations, employers are required to publish the gender pay gap found within their bonus payments.

During 2018, there were two bonus payments made and the Mean and Median Bonus Gender Pay Gaps are both at 100%.

Our Gender Pay Gap Explained

We value the diversity of our employees and are committed to creating a working environment that is inclusive to all and we are confident that men and women are paid equally for doing equivalent jobs across the Centre.

Our analysis of our Gender Pay Gap of 13.87% (based on snapshot information dated 5th April 2018) is largely driven by the following:

- There are 21% more women employed at the Centre than there are men
- There are more women in junior roles
- There were slightly more men in senior roles during 2018 (this has since changed).
- Only two bonus payments were paid in 2018 (as part of individual contractual performance related pay), and these were paid to two men due to their achievements over the year

These findings demonstrate that we must focus our attention and understand more explicitly why more females occupy junior roles within the organisation, in addition to understanding how we may increase the number of women in more senior roles.

Some recent achievements which will contribute to decreasing our Gender Pay Gap for 2020 and beyond include the implementation of the Real Living Wage, in addition to reaching a balanced gender split at our directorship level.

Our Commitment

We will continue to regularly review and ensure our policies and practices are fair, and this includes actively reviewing decisions around pay.

Our commitment over the next twelve months is to also:

- **Continue to review and implement initiatives that support Equality, Diversity & Inclusion**

We will continue with the implementation of our 5 year People Strategy and Equality and Diversity Plans for 2019 to further increase EDI at the Centre.

- **Implement consistently our processes for recruitment**

We have recently completed a review of our recruitment practices and will ensure that through communication and training this is implemented consistently and objectively. We will also ensure that new roles are advertised across a broad spectrum of platforms.

- **Actively develop our talent pool**

We will develop a succession and talent management model that ensure promotions are based on potential and performance.

- **Actively encourage flexible working**

Our employee surveys highlight that our staff value the level of flexibility provided to them. We will therefore continue to actively encourage flexible and agile ways of working to ensure the work life balance needs of our employees are met.

We confirm that the data reported is accurate.



Mathew Milsom

Managing Director

We are Wales Millennium Centre. Fire for the imagination.