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WALES MILLENNIUM CENTRE

The Wales Millennium Centre

Gender Pay Gap Report – 2020

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 20 million 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 curating world-class, critically-acclaimed touring productions, from musical theatre and comedy to dance, cabaret and an international festival. We kindle emerging talents with fresh, provocative and popular pieces of our own, rooted in Welsh culture. And we ignite a passion for the arts in young people with life-changing learning experiences and chances to shine in the spotlight.

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

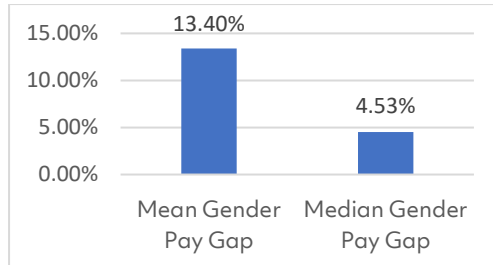
People are the heart of our organisation, without whom we could not achieve our ambitions. We believe that every employee should have the opportunity to flourish, achieve their potential and contribute to the success of the business

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 2019.



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>	58	<u>Total in Quartile =</u>	59	<u>Total in Quartile =</u>	60	<u>Total in Quartile =</u>	59
<u>% of Males Lower Quartile =</u>	34%	<u>% of Males Lower Middle Quartile =</u>	44%	<u>% of Males in Upper Middle Quartile =</u>	35%	<u>% of Males in Upper Quartile =</u>	49%
<u>% of Females Lower Quartile</u>	66%	<u>% of Females Lower Middle Quartile</u>	56%	<u>% of Females in Upper Middle Quartile =</u>	65%	<u>% of Females in Upper Quartile</u>	51%

Bonus Payments

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

During 2019, there was one contractual performance related payment made to one male.

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 entry level staff are paid the Real Living Wage, irrespective of gender and age.

Our analysis of our Gender Pay Gap of 13.40% (based on snapshot information dated 5th April 2019) is largely driven by the following:

- There are more women employed at the Centre than there are men. 59% of our workforce are women. This is broadly reflected in three of the four quartiles.
- The upper quartile is split evenly between men and women.
- The Strategic Leadership Team is 50:50 Male: Female. The board approved a bonus payment to each of the Strategic Leadership Team (as part of individual contractual performance related pay) based upon their achievements during the period under review. One bonus was paid in the period and the remaining bonuses were paid shortly afterwards.

Some achievements this year which will contribute to decreasing our Gender Pay Gap for 2021 and beyond include developing a consistent and fair pay framework and reviewing our recruitment practices to ensure fair and consistent recruitment, and ensuring our managers are trained on this.

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 2020 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.