Gender Pay Gap 2023 report

This is the second year the Institute of Contemporary Music Performance (ICMP) has published the Gender Pay Gap 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 2023.

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.

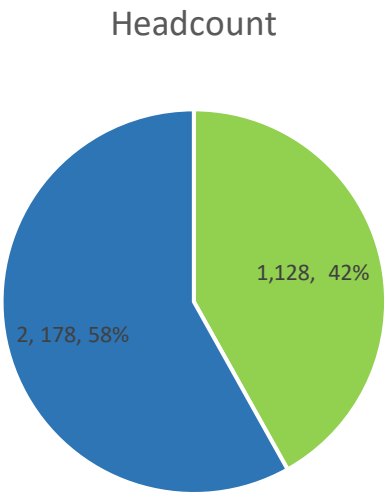
ICMP is committed to the principle of equal pay for equal work for its entire staff. Whilst our gender pay gap reporting indicates that there is scope to improve on, we are confident that we have no significant differences in place in terms of men and women carrying out the same/similar roles and/or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

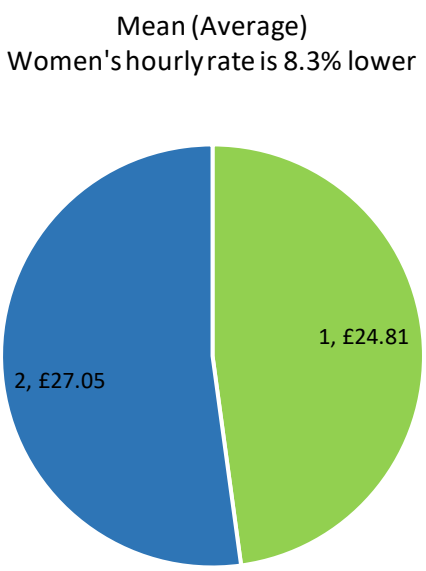
What are we required to report on?

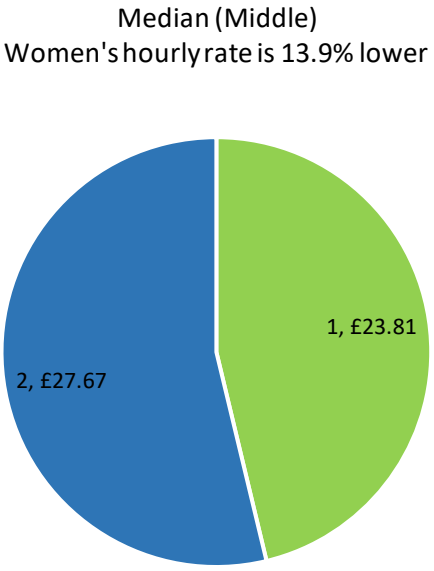
- **Mean gender pay gap** : The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
- **Median gender pay gap** : The difference between the median hourly rate of pay of male full pay relevant employees and that of female full 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 2023 was:



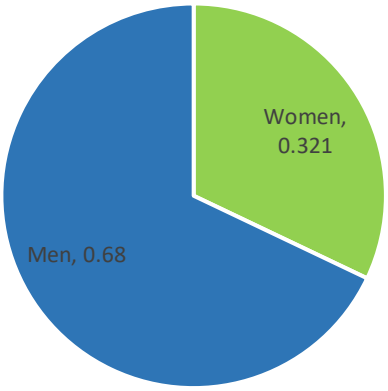




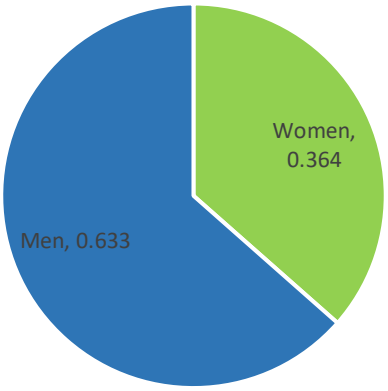
Overall, the mean gender pay gap at ICMP is 8.3% (up from 8% in 2022) and the median gender pay gap is 13.9% (down from 25% in 2022).

Quartiles

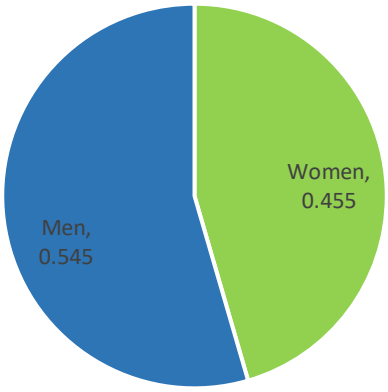
Upper quartile



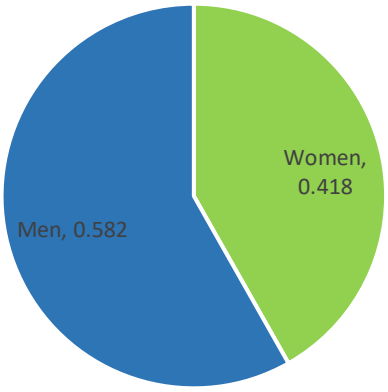
Upper middle quartile



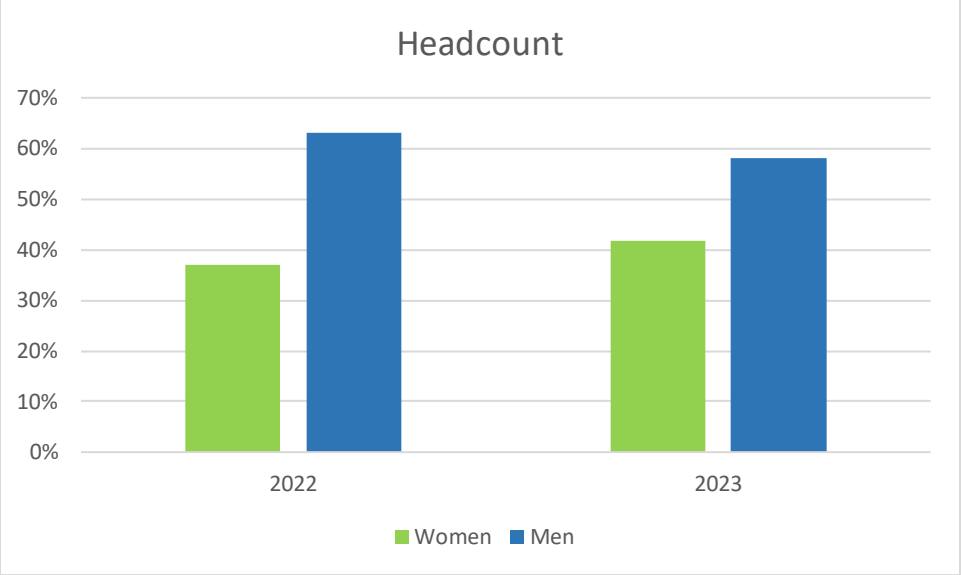
Lower middle quartile



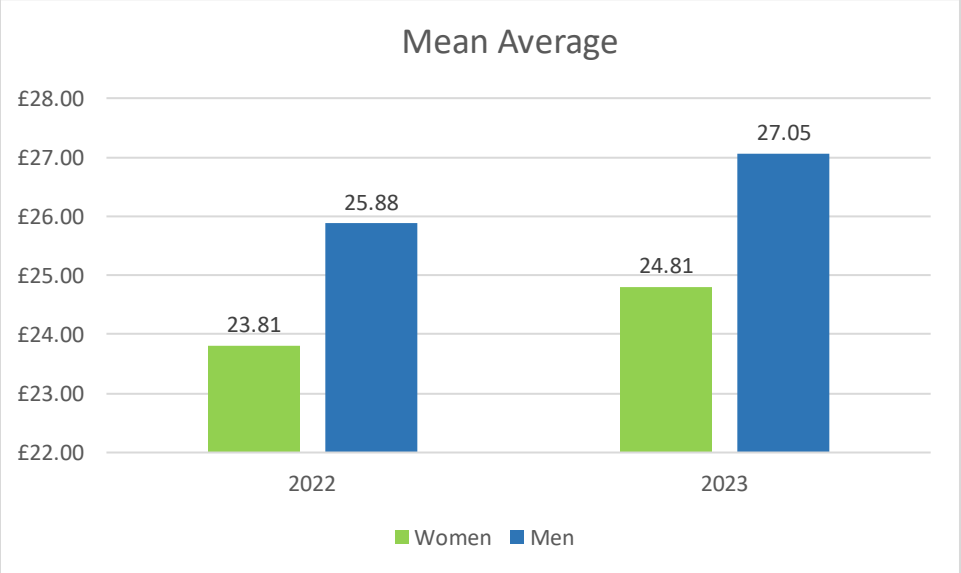
Lower Quartile



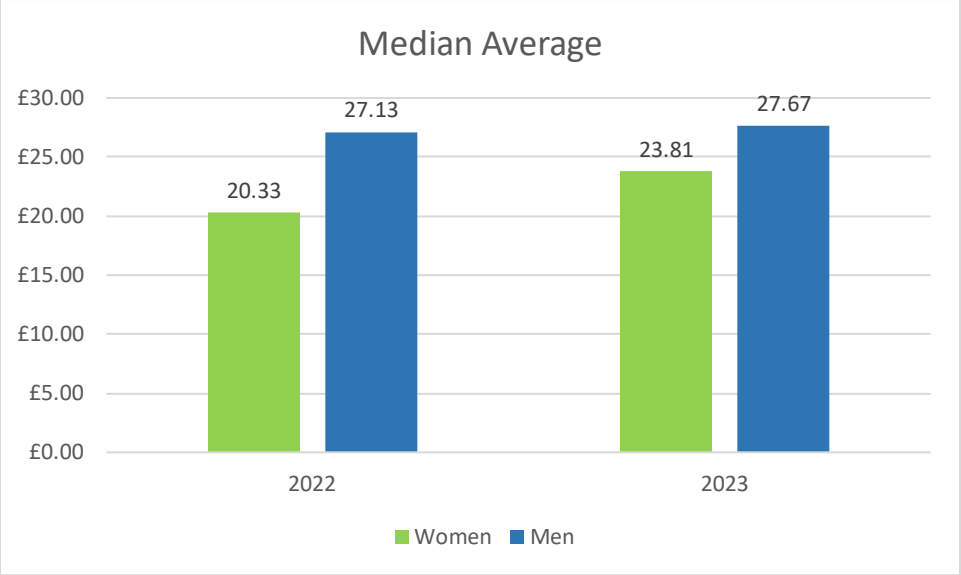
Progress since 2022



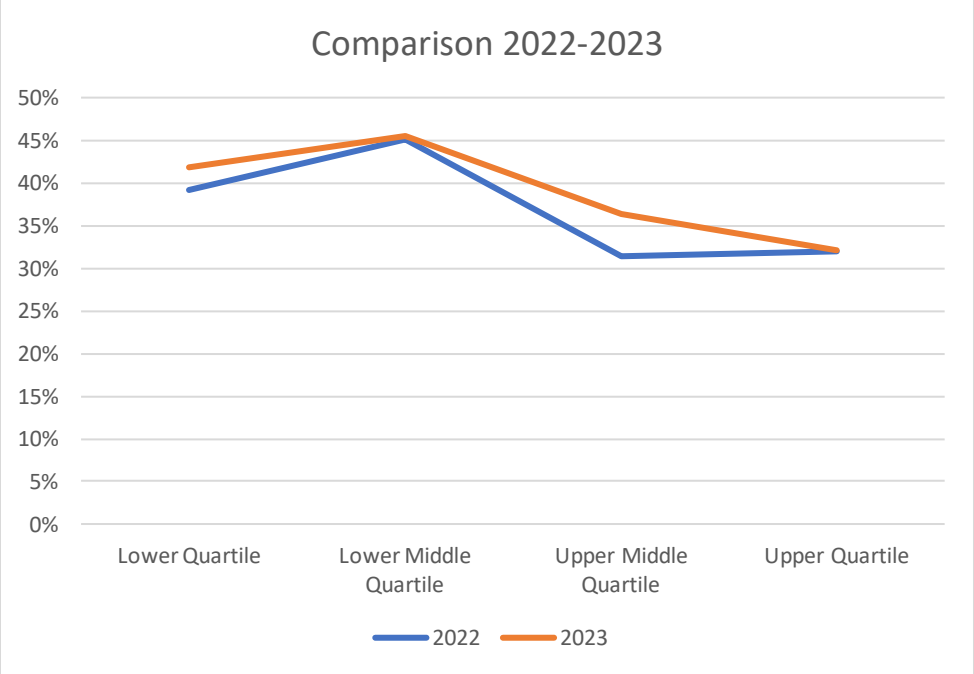
There was a Gender Pay Gap Action Plan created in 2023 to increase the representation of females working in ICMP. Some of the activities included a targeted statement on adverts encouraging applicants from females as an under represented group and promotion of Flexible Working as a benefit. There is also female representation on the majority of recruitment panels. This has resulted in an increase of 4.8% of females.



The difference of the mean average of female pay has increased by 4.2% compared to the male mean average pay which has increased by 4.5%.



There has been a 17.1% increase in median average for women in the last year compared to 2% increase for males.



To increase the representation of females in the upper and upper middle quartile, the Gender Pay Gap Action Plan outlined that Women in Leadership courses be promoted to females and seek external mentors for female colleagues. Out of 13 colleagues who have a mentor, 11 are female. There has been the biggest increase in females in the Upper Middle Quartile with no growth in Lower Middle Quartile and the Upper Quartile.

ICMP has examined the gender imbalance in 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.

7.9% of men and 6.3% of women received a bonus payment. The bonus gender pay gap for the year was –90.1% on a mean basis and –88.2% on a median basis, indicating that women received higher average bonus amounts than men.

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. ICMP also has paid sick dependant leave in place to support carers.
- Recruitment and Selection process is robust 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 continue to 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.

Accuracy and Compliance Confirmation

I confirm that the information in this statement is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: 

Hannah Collins

Executive Director of Finance