Gender Pay Gap 2024 report

This is the third 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 2024 and only relates to ICMP.

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.

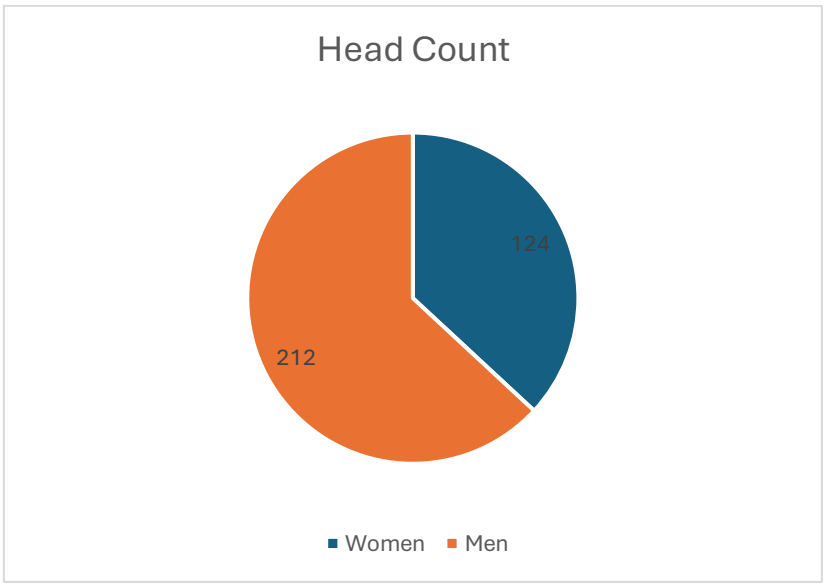
ICMP is committed to the principle of equal pay for equal work for its entire staff. Whilst our gender pay gap reporting indicates that there is scope to improve on, we are confident that we have no significant differences in place in terms of men and women carrying out the same/similar roles and/or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

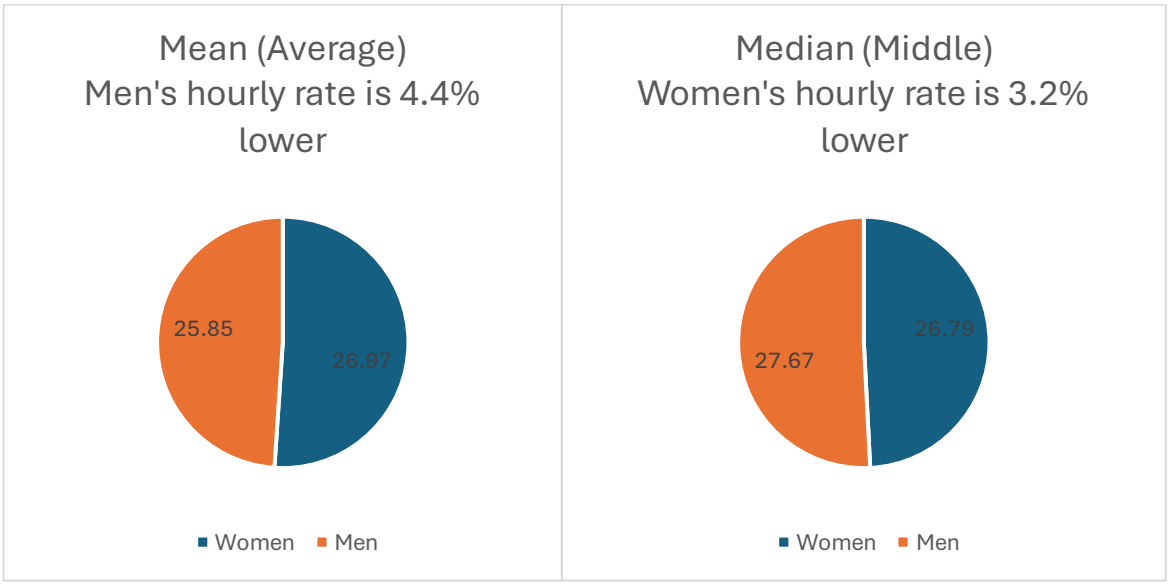
What are we required to report on?

- **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

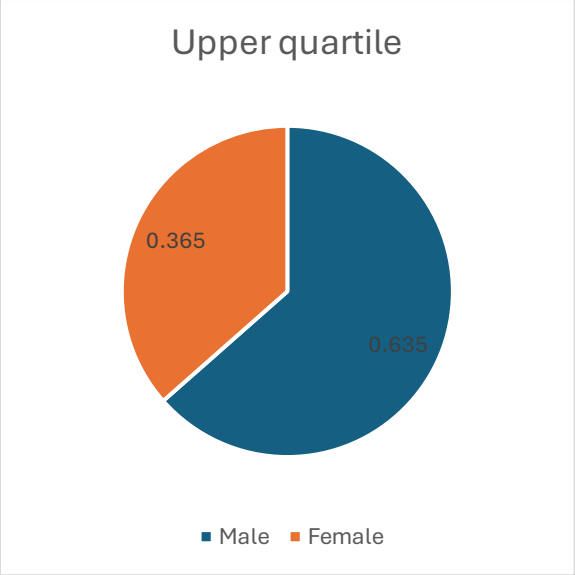
The workforce gender profile of ICMP at the snapshot date of 5 April 2024 was:

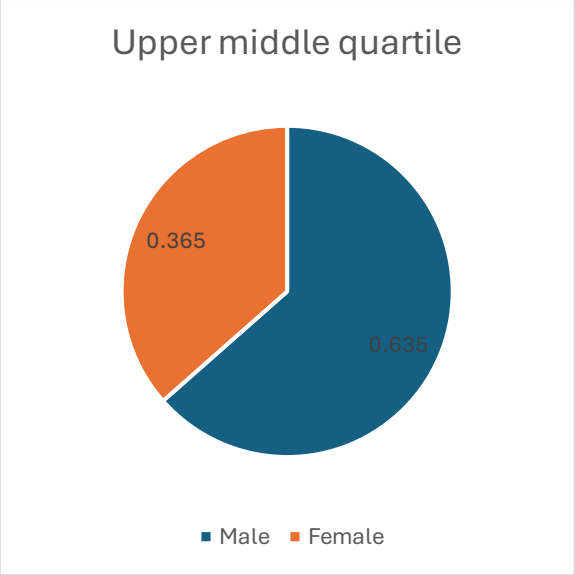


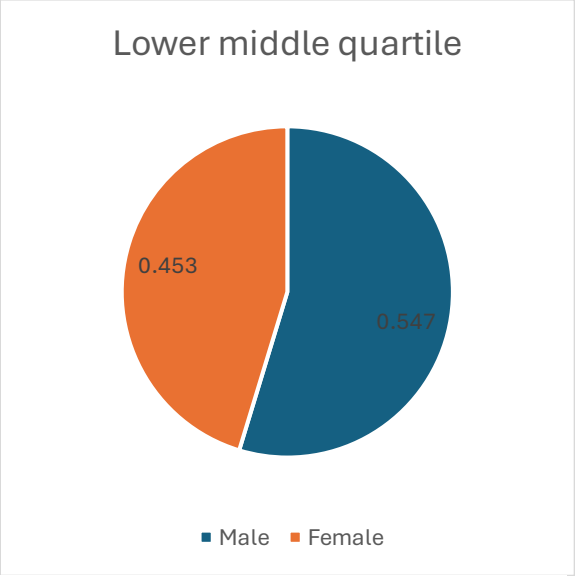


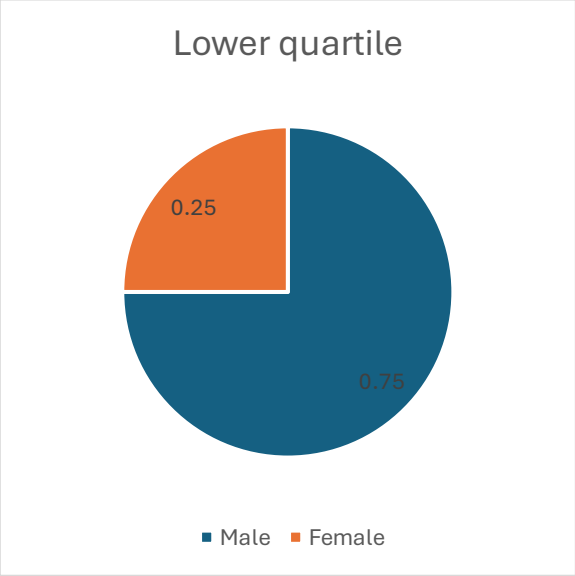
Overall, the mean gender pay gap at ICMP has shifted to -4.4%, meaning men now earn 4.4% less than women on average (down from is 8.3% in 2023 and 8% in 2022). Meanwhile, the median gender pay gap has narrowed significantly to 3.2% (down from 13.9% in 2023 and 25% in 2022).

Quartiles

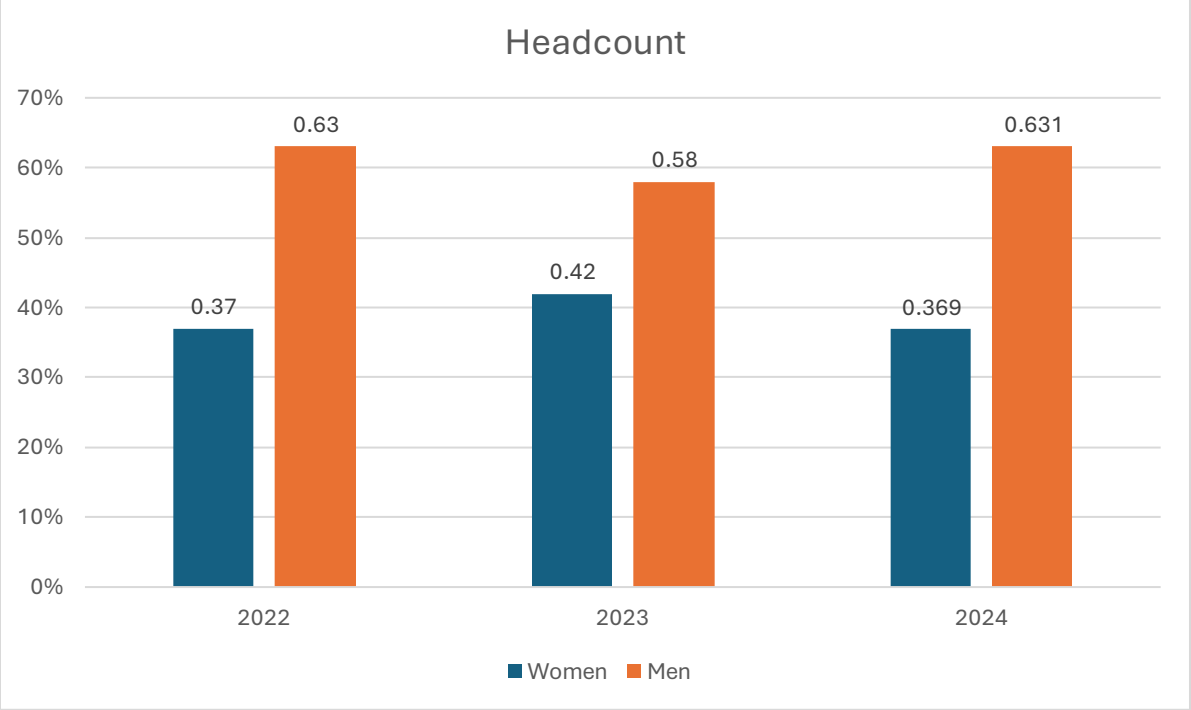

Upper quartile
0.365
0.635
Male
Female


Upper middle quartile
0.365
0.635
Male
Female

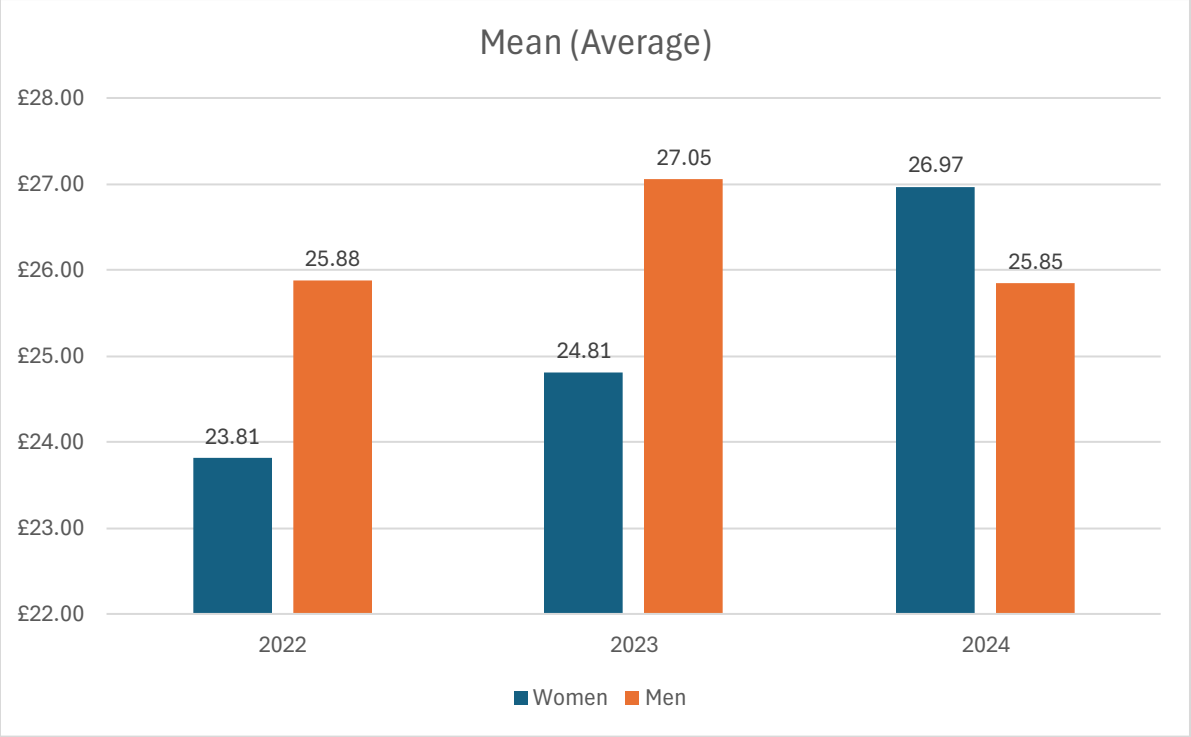

Lower middle quartile
0.453
0.547
Male
Female


Lower quartile
0.25
0.75
Male
Female

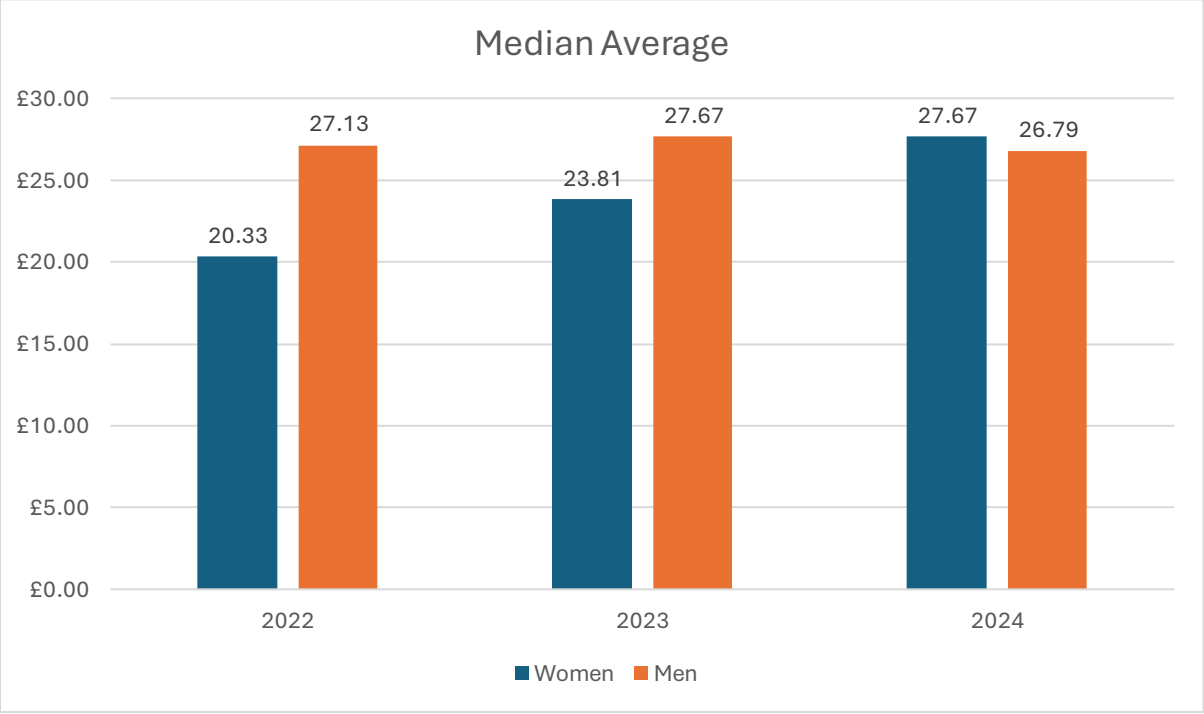
Progress since 2022



The data indicates fluctuations in gender representation over the three-year period, with women making up 37% of the workforce in 2022, rising to 42% in 2023, but then declining to 36.9% in 2024. This suggests that while progress was made in 2023, it was not sustained. To address this, the organisation should assess whether barriers such as recruitment biases, retention issues, or workplace culture are contributing to the decline. Implementing targeted recruitment initiatives, mentorship programs, and flexible working policies could help improve gender balance. Additionally, conducting exit interviews and employee surveys may provide insights into why fewer women remain in the workforce, allowing for more effective long-term strategies to reduce the gender gap.

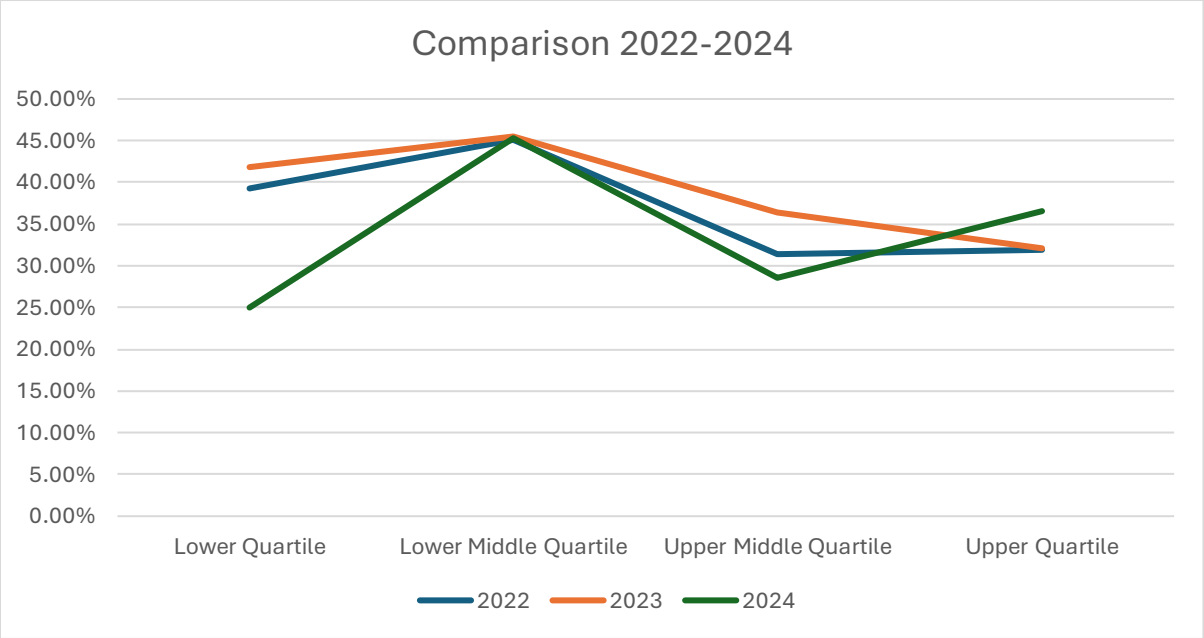


The mean average earnings for both men and women show a steady increase from 2022 to 2024. Women's earnings rose from £23.81 in 2022 to £25.85 in 2024, while men's earnings increased from £25.88 in 2022 to £27.05 in 2023 before slightly declining to £26.97 in 2024. Although men continued to earn more on average, the gap between male and female earnings has slightly narrowed over time due to the consistent rise in women's earnings.



The data shows the median average earnings for men and women from 2022 to 2024. Women's earnings increased significantly each year, rising from £20.33 in 2022 to £27.67 in 2024. In contrast, men's earnings remained relatively stable, with a slight increase from £27.13 in 2022 to £27.67 in

2023 before dropping slightly to £26.79 in 2024. This suggests that the gender pay gap has narrowed over time, as women's earnings have grown at a faster rate than men's.



The data represents the percentage of women in different pay quartiles from 2022 to 2024, highlighting trends in the gender pay gap. In the lower quartile, the percentage of women initially increased from 39.2% but then dropped significantly to 25% in 2024, suggesting a reduction in the proportion of women in the lowest-paying jobs. The lower middle quartile remained relatively stable while the upper middle quartile showed an increase in 2023 before declining to 28.6% in 2024. Meanwhile, the upper quartile saw a steady rise from 32% in 2022 to 36.5% in 2024, indicating that more women have moved into higher-paying positions over time. These changes suggest progress in closing the gender pay gap, with fewer women in the lowest-paid roles and an increasing proportion in the highest-paid quartile.

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.

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 commission and incentive schemes and long service awards.

In 2024, bonuses were received by 5.2% of men and 4.8% of women. The bonus gender pay gap for the year was 56% on a mean basis and 38% on a median basis, indicating that men received higher average and median bonus amounts than women.

These figures highlight how small datasets can be heavily influenced by individual earnings, particularly where commission-based schemes or one-off payments are involved.

What have we achieved so far?

ICMP is committed to promoting fairness and inclusivity in its recruitment and employment practices. To ensure equitable hiring processes, we strive to maintain gender-balanced interview panels wherever possible.

To support employee well-being, ICMP has established policies that promote a positive work-life balance, including flexible working arrangements. These policies are designed to assist staff in returning from maternity, paternity, or adoption leave, as well as in managing caring responsibilities. Additionally, paid sick dependant leave is available to support employees with caregiving duties.

Our recruitment and selection processes are designed to be rigorous and inclusive. Particular attention is given to the language used in job descriptions and advertisements to ensure accessibility and fairness.

ICMP is continually working to improve the quality of the data collected to enhance reporting and analysis. This enables evidence-based decision-making and targeted interventions to promote equality and inclusion.

Furthermore, ICMP has implemented a minimum pay rate of £12.51 per hour, exceeding the national minimum wage to ensure fair compensation for employees.

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 and Women in Leadership training.
- 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. This report was circulated unsigned in March 2025, this has been retrospectively signed in March 2026

Signed: 

Hannah Collins

Executive Director of Finance

23 March 2026