



Ymddiriedolaeth
Ddiwylliannol
Cultural Trust

Awen Cultural Trust

Gender Pay Report

2018

Introduction

In 2018 we decided to voluntarily publish our first gender pay gap report for the 12 months to April 2017. The report set out the difference in hourly rate between men and women who work within Awen Cultural Trust.

At Awen we reward employees fairly and continually strive to foster a positive working environment for all.

We value each individual and their contribution to Awen and are committed to creating a diverse and inclusive workplace that reflects the customers we serve and are really proud to report that in our last staff survey in December 2018, 98% of staff felt that Awen was an inclusive and diverse organisation. As an organisation we believe in the importance of continuous learning, growth and development and identify areas where we can improve.

Voluntary reporting is therefore important to us for the following reasons:

- Transparency
- Identifying reasons for gender pay gaps
- Recognising where we do things well
- Identifying any areas where we can improve

This report presents the findings for the snapshot date of 5th April 2018. The report is based on 136 employees who received pay from Awen in the 12 months up to April 2018.

Gender Pay Gap

At a Glance

Womens Hourly rate is:

Gender Pay Gap
Gender Bonus Gap

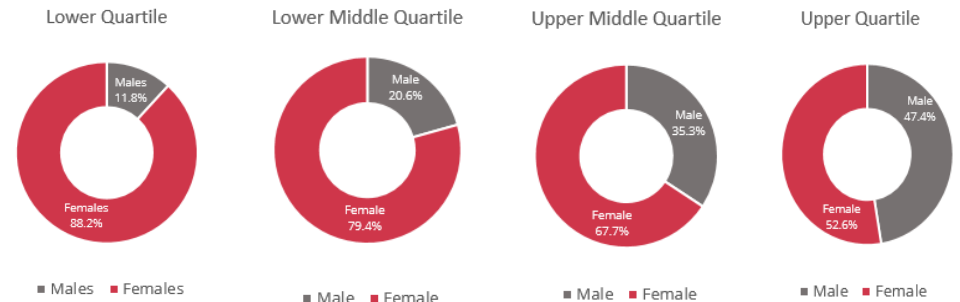
Median

19.36% (Lower)
No Bonus Scheme

Mean

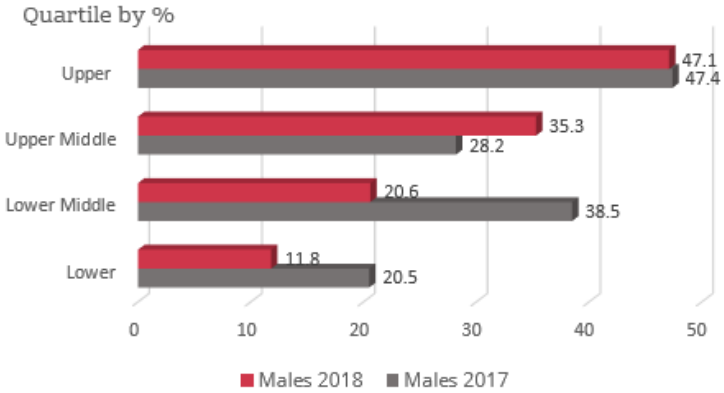
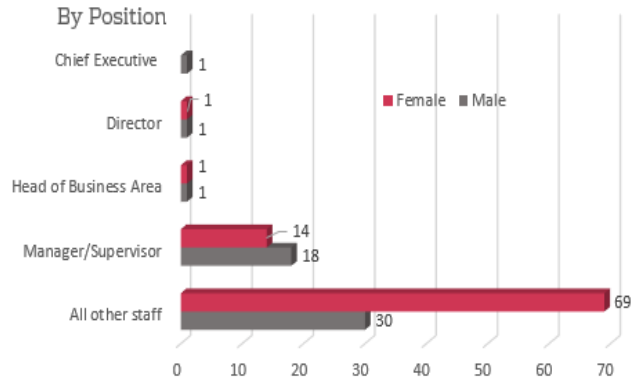
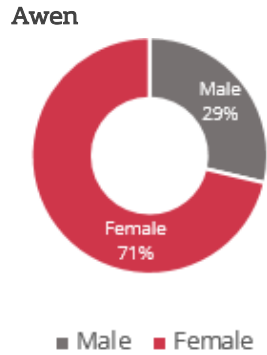
20.05% (Lower)
No Bonus Scheme

Proportion of females and males in each salary quartile:



Median	1.35% (Lower)	0.73% (Higher)	4.75% (Lower)	11.42% (Lower)
Mean	0.11% (Lower)	0.56% (Lower)	5.64% (Lower)	6.96% (Lower)

Gender breakdown



Understanding the gap

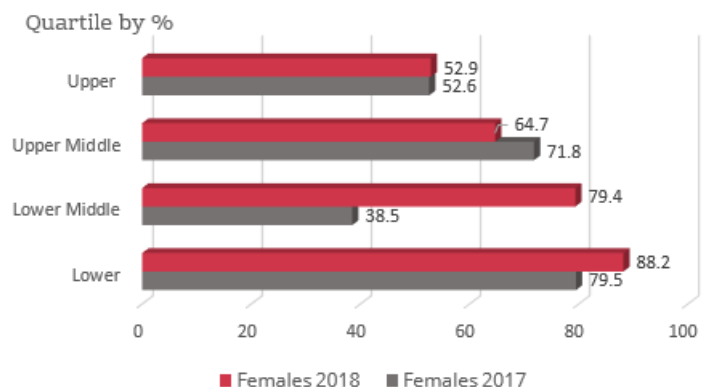
This year our median and mean gender pay gap has increased to 19.36% and 20.05% respectively which is a result of an accumulation of factors.

The main driver for this is a significant fall in the number of male employees within the lower and lower middle quartile as shown below.

Another contributing factor is that two out of the three highest paid employees are male and at the time of the snapshot date recruitment was being undertaken for the role of Head of Finance, where the previous incumbent was female. This has meant that the 50% Male 50% female balance in the Executive Leadership Team (ELT) reported in 2017, was 60% Male 40% Female at the time of the snapshot. However, with the recruitment of a female Head of Finance in April 2018, this has brought our balance back to 50% Male 50%Female.

Another factor to consider in relation to the makeup of the hourly rate is that some employees are eligible to claim an enhanced hourly rate for weekend working, resulting from a transfer under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE).

As the diagram below demonstrates, there has been very little change in the balance at the senior management level in relation to female representation.



During the year leading up to the snapshot date we recruited 40 new employees and conducted 34 terminations. This level of turnover meant that the balance tipped so that less than 40% of employees were eligible to claim enhancements at the snapshot date, thus affecting the gross annual figures and having a knock-on affect to the gender pay gap.

What action have we taken

Leadership Development - During 2017/18 we worked with Chware Teg on their Agile Nation 2 project and offered opportunities to female employees to access their Womens Programme, which included an introduction to the ILM qualification (Institute of Leadership and Development). Despite the reported gender pay gap we are able to report a somewhat equal gender balance in our management team and, since we're committed to promoting fairness across our organisation, we felt it was important that we provided this opportunity to all our staff. This has led to us offering the full ILM training to all managers or aspiring managers throughout Awen with the aim of supporting them in their personal development and growth within the organisation. I can however report that eight out of eleven employees undertaking the full ILM are female.

Inclusive Recruitment Practices - Following the development and introduction of a Recruitment and Selection Toolkit, all staff involved in the recruitment process have undertaken in-house training which includes sessions on discrimination and unconscious bias.

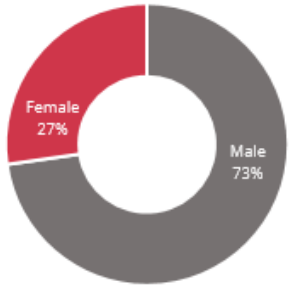
To further embrace and promote the growth of a diverse workforce all personal data is now being redacted from candidate data during the shortlisting process.

Supporting aspirations and development - A new performance management framework is being rolled out which includes specific questions on career aspirations. This is supported by a new Digital Learning Platform to identify training and learning opportunities for all staff.

Supportive and Agile Culture - Flexible working is a fundamental part of our culture at all levels, albeit within the boundaries of the position i.e our theatre staff work primarily on weekends due to the nature of the business, which restricts flexibility. Even though many of our positions have set hours/days due to business needs we are always prepared to discuss and consider all applications for flexible working to help our employees manage their wider commitments.

We have also introduced a new policy for staff to purchase additional holiday leave as another alternative to help our employees manage their work/life balance.

Gender Breakdown - Board of Trustees



Trustees have a 3-year term on the board of trustees which has meant no change in the gender breakdown between 2017 and 2018

As outlined in our report of 2017 we actively encouraged female employees to apply for the position of staff trustee. which resulted in a female being appointed to the role in October 2018.

Our action plan

We are fully committed to embedding diversity, equality and inclusion in all that we do and valuing our people as individuals. We aim to create a culture which is fair, where talent and creativity can thrive and we recognise the need to build on the work that has been done to date. We believe in supporting our staff with a combination of flexible working options as well as informally through an inclusive and agile working environment.

Policies – Our first full policy review is due during 2019 and this will be undertaken with our peoples employment journey in mind to ensure that Awen truly is an inclusive employer.

Diversity and Inclusion Training – 65% of staff completed Equalites training during 2018 which has subsequently been replaced with new mandatory digital courses on the topics of equalities, diversity and inclusion through our new Digital Learning Platform. All staff will be expected to complete this training throughout 2019 and it will form part of the induction for all new starters.

Gender Pay Reporting requires our organisation to make calculations based on employee gender and we will establish this by using our existing HR and payroll records.

All employees have self service access to maintain their personal records and can contact Business Support for further support on 01656 754825 or by emailing POD@awen-wales.com

Helen Sage

Head of People