

# Gender Pay Gap Report 2021

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## Table of Contents

Background.....	1
2021 Data .....	1
What Leeds Conservatoire is doing .....	2

## Background

The gender pay gap shows the difference in average earnings between all men and women in an organisation. The gender pay gap is not as a result of people being paid differently for the same job. It occurs because of the distribution of genders within the workforce.

Leeds Conservatoire is an inclusive employer. We use a recognised job evaluation system and have robust and published criteria for any discretionary awards made to staff which means we are confident that men and women are paid equally for doing the same job.

The data in this report represents the staff pay data as stated on the March 2021 statement.

## 2021 Data

- Leeds Conservatoire’s mean gender pay gap is 12.5% in favour of males.
- Leeds Conservatoire’s median pay gap is 36.3% in favour of males.
- The overall gender balance across Leeds Conservatoire for March 2020 is 42.4% female and 57.6 male.
- Leeds Conservatoire does not operate a bonus scheme for any staff, so there is no data for this.

The gender balance in each quartile is as follows:

	<b>Male%</b>	<b>Female%</b>
Quartile 1(lowest paid)	45.6	54.4
Quartile 2	59.1	40.9
Quartile 3	58.1	41.9
Quartile 4 (highest paid)	67.8	32.2

## What Leeds Conservatoire is doing

We have seen an increase in the overall number of female staff employed by Leeds Conservatoire compared to 2020 data, but recognise there is much more to be done in order to improve the gender pay gap at our organisation.

Going forward the growth of female applicants, and female appointments is something we will continue to focus on, ensuring all recruitment advertising uses gender neutral language, is advertised to improve reach to all potential applicants, that pay rates are clear and transparent, and the full breadth of benefits are promoted.

We continue to operate a staff network to promote gender equality in leadership and maximise opportunities to engage with our workforce on development and growth opportunities.

As part of a dedicated, and on-going, programme of Equality, Diversity and Inclusion focused activity, we have revitalised staff Equality, Diversity and Inclusion training which is currently being rolled out across the breadth of the conservatoire.

Our Executive Leadership Team will continue to review data and key indicators in relation to gender pay in order to review activity designed to improve the gender pay gap.

***Professor Joe Wilson***

***Principal***

***Leeds Conservatoire***