

I IVORS ACADEMY

PAY GAP REPORT 2021

The **Ivors Academy** is the UK's independent professional association for songwriters and composers in the UK and Ireland. One of the Academy's greatest strengths is its team, who work with music creators to run the organisation and provide events, support and services for members.

This report outlines our gender and ethnicity pay gaps, and what steps we are taking to improve equality, diversity and inclusion as experienced by the Academy's workforce.

The Academy is a small organisation and significantly under the Government threshold of 250 employees that requires companies to publish information about gender pay gaps, and no organisations in the UK are currently obliged to publish ethnicity pay gaps.

Our reporting is based on data from 14 members of staff. The challenge of reporting with a small workforce is that one or two members of staff can make a significant difference to the results. This is particular true for CEO pay, so we are presenting our results excluding and including the Chief Executive's salary – who identifies as a white male.

We asked staff to self-identify their gender and ethnicity. All staff identified as either male or female, which is reflected in the way that gender is compared and reported on.

Reporting on pay helps us identify how we will create and support a diverse workforce, an inclusive culture and provide equality of opportunity to develop and progress. It is one part of our Equality, Diversity and Inclusion action plan that pushes forward progress across who we are, the opportunities we create, the data we collect and the partners we work with.

PAY GAP REPORTING EXPLAINED

Pay gap reporting shows the difference in the average hourly rate of pay between different groups of people. Pay gaps are different to equal pay, which under the Equality Act is the legal requirement to pay men and women the same for equal work.

Here, we are looking at two comparisons – between employees that identify as male and female, and those that identify as white and as Black, Asian or minority ethnic.

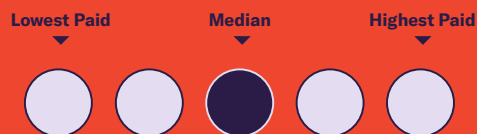
Averages are calculated as a **mean** and **median**.

- **Mean:** in each group the hourly rates are added up and then divided by the number of employees.
- **Median:** in each group employees are lined up by their hourly rate pay. The median is the amount that falls in the middle.

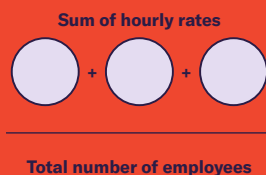
The **male-female gender pay gap** is expressed as a percentage of average male earnings compared to females. The **ethnicity pay gap** is a percentage of average white employee earnings compared to Black, Asian or minority ethnic employees.

Government reporting also requires information about pay quartiles, which is where pay is compared across four levels of seniority or pay scale, and then by gender or ethnicity. This level of detail is not possible at the Academy due to the small number of employees, which would produce statistically unreliable information and risks not respecting our staff's privacy by making it possible to publicly identify how much certain members of staff are paid.

Median Calculation



Mean Calculation



OUR PAY GAP REPORT

The tables below show the mean and median gender and ethnicity pay gaps, excluding and including the Chief Executive's salary, with comparisons to the national average. This is based on a snapshot of staff pay on 1st April 2021.

Excluding the Chief Executive's salary

	Mean	Median
Gender pay gap	0.1%	17.2%
National average	17.3%	35.3%
Ethnicity pay gap	32%	-11.6%
National average	26%	21.7%

Including the Chief Executive's salary

	Mean	Median
Gender pay gap	19.4%	17.2%
National average	17.3%	35.3%
Ethnicity pay gap	38%	-11.6%
National average	26%	21.7%

UNDERSTANDING THE FIGURES

As this data is based on 14 staff, it is not surprising that the mean and median figures are so different as the pay of one or two senior individuals has a greater impact on the mean than the median.

Excluding the Chief Executive's salary, the Academy does not have a mean gender pay gap and the median is significantly lower than the national average. While there is a mean ethnicity pay gap, 6% above the national average, we do not have a median ethnicity pay gap.

Including CEO pay, there is a gender pay gap. The mean is 2% above and the median is 14% below the national average. The mean ethnicity pay gap increases by 6% by including the CEO's

salary but calculated using the median there is not an ethnicity pay gap.

Looking at the entire workforce the Academy has both a gender and ethnicity pay gap. Fewer women and staff from Black, Asian and minority ethnic backgrounds hold senior positions than men. Of the 14 people employed or contracted by the Academy:

- 9 identify as female and 5 male
- 11 identify as white and 3 Black, Asian or minority ethnic

It is important to look at, and beyond, these figures and have regular dialogue with staff about how to create more opportunities and remove barriers to entering the workforce and progressing.

WHAT ARE WE DOING AS A RESULT?

As part of our EDI action plan we are committed to the following steps to create a diverse workforce and inclusive culture:

RECRUITMENT

By the end of 2021 we will review staff recruitment policies from an EDI perspective. This will include:

- Reviewing how we advertise and promote opportunities to ensure we are attracting a diverse range of candidates.
- Providing more EDI-related training and support to staff involved in interviews and making decisions about recruitment.
- Reviewing how the application, interview and selection processes work to identify and remove any barriers to inclusion.

PROGRESSION

By the end of 2021 we will review staff development policies from an EDI perspective. This will include:

- Continuing and developing diversity training for staff and members involved in our governance.
- Creating more a more transparent and robust pay grade structure.
- Reviewing what the Academy can do to support and retain staff including flexible working policies, training and development and career progression opportunities.

CULTURE

Our leadership team are committed to encouraging and nurturing a positive and inclusive work culture. We will do this through continual effort focusing on using our Manifesto for Work to empower our staff, run effective meetings, communicate and work well with each other, encourage open feedback and dialogue, and prioritise our wellbeing.

LEADERSHIP

By the end of 2022 we will develop a leadership programme, which will include staff, to provide targeted training and development, mentoring and support developing networks. We will prioritise underrepresented groups to be involved in the programme with the aim of accelerating careers at the Academy and other employers across the music industry and beyond.