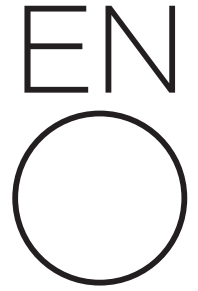


# English National Opera Gender Pay Gap Report



We are committed to maintaining a positive and inclusive working environment.

This includes ensuring that individuals have equal access to job and that staff are also paid equally for carrying out the same or equivalent roles.

### Median Pay Gap

Men's hourly rate is 1.51% more than women's.

### Mean Pay Gap

Men's hourly rate is 1.12% more than women's.

ENO strives to maintain a working environment where pay is broadly equivalent irrespective of gender. The balance between male and female remains largely the same across the wider organisation from the previous year.

The rates of pay remain broadly the same throughout the organisation.

Our overall mean and median gender pay gap is based on hourly rates of pay as at 5 April 2020.

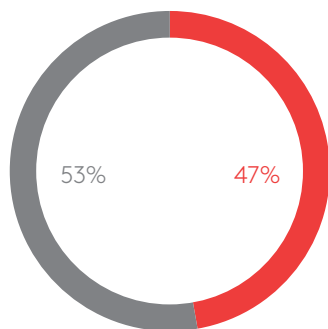
No bonus was paid in the year.

48% of the ENO's workforce are women.

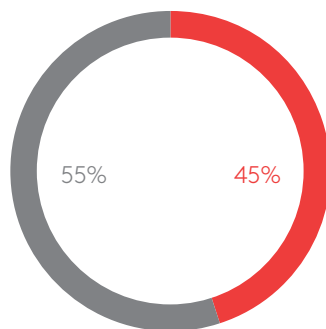
### Key

Male ● Female ●

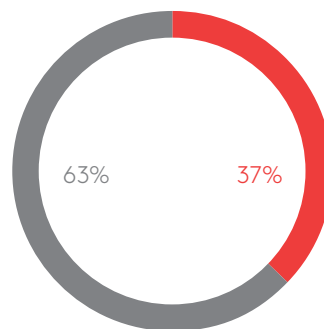
Lower Quartile



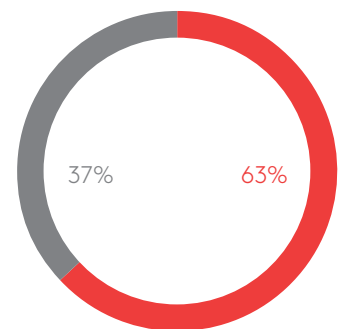
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The above quartile graphs illustrate the gender distribution at ENO across four equally sized income quartiles.

Through our recruitment, retention and development policies we seek to ensure equal access and opportunities to all our roles with a long term ambition to reduce the variation throughout our pay quartiles.

I confirm the data reported is accurate.

DocuSigned by:  
*Helen Campbell*  
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05 August 2021