

### Background

The Gender Pay Gap reporting regulations, introduced in 2017, require employers in Great Britain with 250 or more employees to publish their overall mean and median pay gaps based on gross hourly pay for men and women expressed as a percentage, as well as their mean and median gender bonus gaps.

Organisations must also publish the proportion of male and female employees within each quartile of their pay distribution, ordered from lowest to highest pay, as well as the proportion of both men and women that have been paid a bonus in the preceding 12-month period.

On 31 March 2021, for the first time since the introduction of Gender Pay Gap reporting, the Royal Agricultural University employed less than 250 staff and a Gender Pay Gap Report was not published. However, the situation has changed in 2022 and the Report will be published.

### The Report

The Gender Pay Gap reporting data was collected on 31 March 2022 at the Royal Agricultural University using only the data of employees receiving full pay during the pay period in which the snapshot date fell. Those earning less than full pay, for example by reason of sick leave or maternity leave were excluded from pay (but not bonus) figures.

The Royal Agricultural University had 278 employees who met the criteria to be included in the report. The data includes 168 women and 110 men, equating to 60% female staff. All of the data included in this report has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

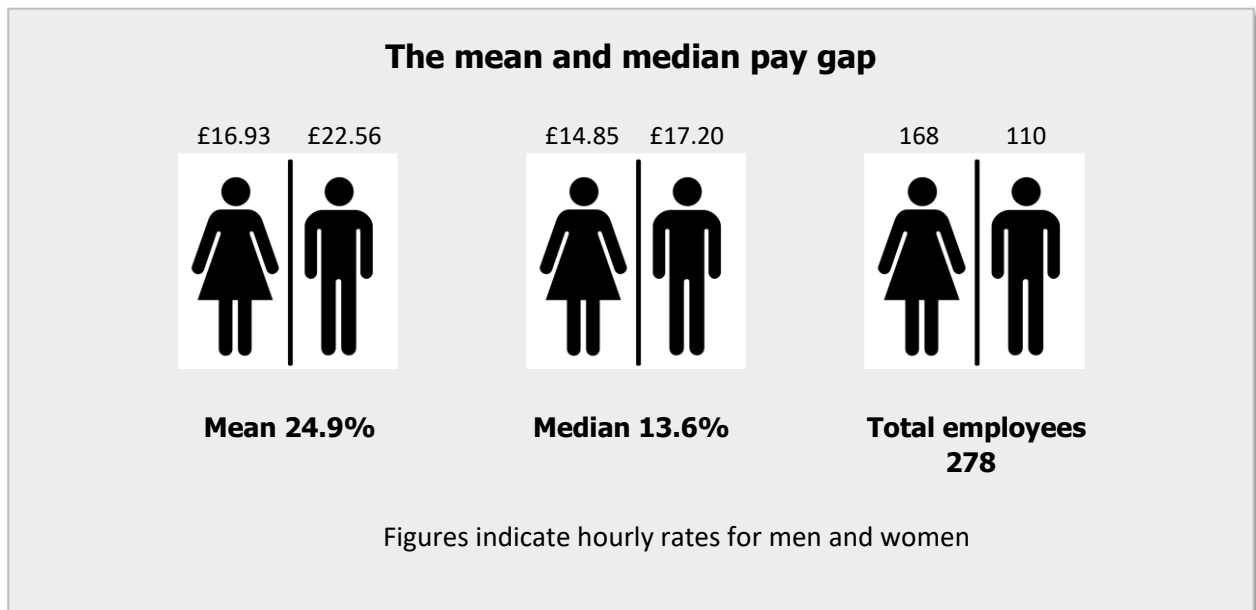
### Calculations

- **Mean:** is the percentage difference in the average hourly pay for females compared with average hourly pay for males across all employees.
- **Median:** is the percentage difference at the midpoint in ranked hourly pay of females compared to males across all employees.
- **Bonus Pay Gap:** refers to bonus payments paid to men and women employees during the 12 months period prior to the snapshot date.
- **Quartile:** is the total number of employees on the payroll divided into four sections with an equal number of people in each, and placed in order from lowest to highest paid.

## Key Findings

The **mean** gender pay gap for the University is 24.9% (24.7% in 2021)

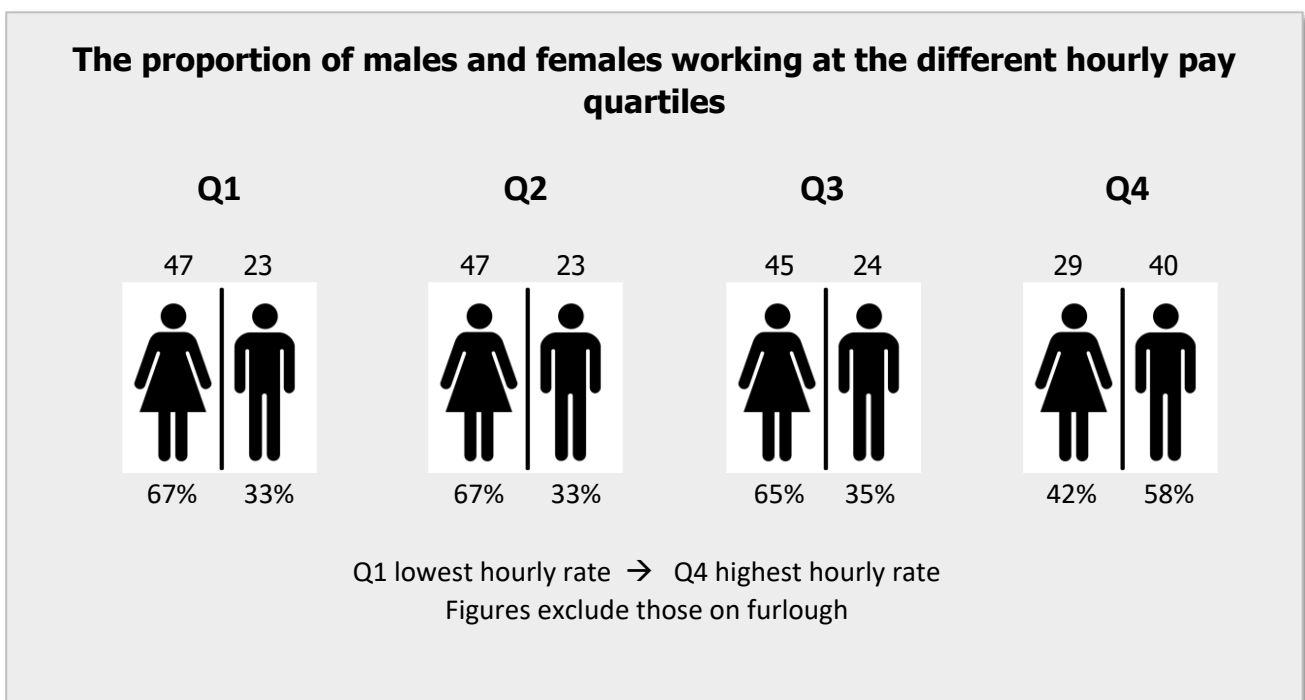
The **median** gender pay gap for the University is 13.6% (26.7% in 2021)



**Mean Pay Gap**  
Women's hourly rate is:  
**24.9%** lower

**Median Pay Gap**  
Women's hourly rate is:  
**13.6%** lower

**Mean and Median Bonus Gap**  
**100%**



## **Mean and Median**

The difference between the recorded median and the mean gender pay gaps are noted, although both measure central tendency. It is recognised that high-value outliers cause the mean to be higher than the median.

## **Bonus Pay Gap**

Less than 1% of male staff received a bonus in this period and no female staff received any bonus payments in the period. Bonus payments are not a standard feature of the University's approach to remuneration. Whilst the figures show that greater bonuses were paid to men, as such a small number of staff received a bonus, no significant conclusions can be drawn.

## **Factors influencing the Gender Pay Gap**

- Fluctuations in the staff population are likely to impact the gender pay gap, and since the last gender pay gap report was published, staff turnover has increased at the University.
- Female employees occupy 60% of positions (56% in 2021), demonstrating the continuing trend of more female than male employees at the Royal Agricultural University.
- A major contributory factor towards the gender pay gap is the differential within the top quartile (Q4), where there is a significantly higher proportion of men in senior positions. However, this has decreased from 64% in 2021 to 58% in 2022.
- In addition, there is a notable differential within the lowest quartile (Q1), where there is a higher proportion of women in lower paid positions and this has increased from 64% in 2021 to 67% in 2022. These roles include retail, accommodation, cleaning and other support services provided by RAU staff which are often outsourced in comparable institutions; in the two middle quartiles (Q2 and Q3) the gender balance seen in Q1 is repeated.
- Due to the size of the Royal Agricultural University, changes in representation for a small number of staff can have significant effects on our pay gap.

## **Our Commitment to improving the Gender Pay Gap – Action Planning**

The Royal Agricultural University acknowledges that the data in our report indicates a gender pay gap that needs to be addressed. The University will continue to focus its efforts on core equality objectives and tailored interventions.

We will continue to work towards greater gender parity in all four quartiles. Our success requires us to remove barriers and create opportunities to ensure that every member of our community is able to achieve their potential. In Quartile 1 we will ensure junior roles are attractive to male candidates whilst also supporting women to progress into the upper quartiles. In Quartile 4, we need to increase female representation, and this is not only a concern for the RAU but a wider known issue across the Higher Education sector. This can be addressed at least in part through robust and transparent recruitment and promotion processes, ensuring that roles at all levels across the University attract a diverse pool of applicants.

A number of other actions have also been identified in order to close the gender pay gap and foster an inclusive culture, and they include:

- Developing a culture that promotes and values difference. It is essential that we build an inclusive environment where staff can feel valued, motivated and welcome through a range of initiatives - from mandating Equality, Diversity and Inclusion training for all; ensuring gender parity and pay are prominent within the University's revised Equality, Diversity and Inclusion Action Plan, overseen by the Equality, Diversity and Inclusion Steering Group; and promoting initiatives and events such as International Women's Day and Women's History Month.
- Improve data collection and diversity monitoring including gender, which will provide greater insight to help inform and prioritise actions around our broader Equality, Inclusion and Diversity agenda.
- Undertake an Equal Pay Audit in 2022 to analyse the nature of any inequities in greater detail and analyse the factors creating inequality; consider the extent to which these can be objectively justified due to factors other than particular protected characteristics or differing contractual arrangements.
- Facilitate hybrid working to support work-life balance and promote equality of opportunity, and promotion of the University Flexible Working Policy.
- Continue to improve, develop and promote fair and transparent recruitment and selection practices and ensure that all decision makers receive appropriate training encompassing recruitment, selection and appointment processes in order to promote equality, diversity and inclusion.

In summary, the University has pledged to undertake a range of activities to address the issues underpinning the recruitment, retention and progression of female staff that will enable us to close the gender pay gap in a long term, sustainable way.

## **Conclusion**

The University recognises that challenges remain and we are determined to take action to ensure that our day-to-day practice reflects the quality of our policy commitments.

We will ensure we track data and create actions to realise greater gender parity. We are dedicated to the principles of equal pay and operate non-discriminatory pay processes and an analytical job evaluation scheme to measure the relative value of jobs in the pay and grading structure within an overall framework. We believe that there is no significant equal pay gap between men and women at the same grade within our single pay spine. However, addressing the gender pay gap and the issues highlighted in this report will be an integral part of our commitment to creating an environment where all members of the University community can flourish. We remain determined to identify and remove any potential gender bias and to ensure that we have an inclusive culture that values all staff. It is only through being inclusive as a community and as individuals that we can achieve the University's full potential.