

Background

Promoting gender equality is a priority for the Royal Agricultural University and we are committed to fostering an inclusive culture which promotes equality, respects diversity and maintains a working, learning and social environment in which the rights and dignity of all staff, students and other stakeholders are valued.

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.

The Report

The gender pay gap reporting data was collected on 31 March 2023 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, which is the same number as in 2022. The 2023 data includes 171 women and 107 men, equating to 61.5% female staff, which is a small increase from 2022. 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 25.9% (24.9% in 2022)

Mean pay for women is £16.57 per hour, and £22.26 for men

That means the mean hourly rate for women is 25.9% lower than men

The **median** gender pay gap for the University is 13.6% (13.6% in 2022)

Median pay for women is £14.85 per hour, and £17.20 for men

That means the median hourly rate for women is 13.6% lower than men

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

Bonus payments are not a standard feature of the University's approach to remuneration, and no bonus payments were made to either men or women during this period.

Mean and Median Bonus Gap – there were no bonuses paid to men or women

The proportion of males and females working at the different hourly pay quartiles:

Quartile 1: 75.7% (53) Female and 24.3% (17) Male

Quartile 2: 55.7% (39) Female and 44.3% (31) Male

Quartile 3: 71% (49) Female and 29% (20) Male

Quartile 4: 43.5% (30) Female and 56.5 (39) Male

Quartile 1 includes those on the lowest hourly rate, rising to Quartile 4 which includes those receiving the highest hourly rates

Factors influencing the Gender Pay Gap

Fluctuations in the staff population are likely to impact the gender pay gap as staff numbers at the Royal Agricultural University are relatively small compared to other organisations reporting under the Gender Pay Gap regulations.

Female employees occupy 61.5% of positions (60% in 2022), demonstrating the continuing trend of more female than male employees at the Royal Agricultural University. This report shows there are more female than male employees in three of the four quartiles and over twice as many females than males in Q1 and Q3.

An under-representation of women in the senior levels within the University impacts our gender pay gap and this is reflected in the differential within the top quartile (Q4); in Q4 there is a higher proportion of men in senior positions, and the pay differential is likely to be greater than within other quartiles. However, the difference between the number of males and females in Q4 has decreased since 2021 when it was 64% male, and in 2023 it is 56.6%.

In addition, there is a marked differential within the lowest quartile (Q1), where there is a significantly higher proportion of women in lower paid positions. 75.7% of positions are held by females, increasing from 67% in 2022. The roles within Q1 include retail, accommodation, cleaning and other support services provided by University staff, roles which are often outsourced in comparable institutions and typically attract more females.

Our Commitment to improving the Gender Pay Gap – Action Planning

We are committed to reducing our gender pay gap and we continue to work to find ways to close the gap. This is intrinsically linked to building a workforce with a more equal representation of men and women at each level of our grading structure, where there is a healthy proportion of top female talent.

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 need to ensure junior roles are attractive to male candidates whilst also supporting women to progress into the upper quartiles. We will maintain our focus on the recruitment and retention of women, particularly in senior roles and in Quartile 4 we will seek to increase female representation; this is not only a concern for the Royal Agricultural University but a wider known issue across our sector and within Higher Education. 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 prioritised in order to close the gender pay gap and foster an inclusive culture, and they include:

The Royal Agricultural University is working to embed a culture that promotes and values difference. It is essential that we build an inclusive environment where staff feel valued and motivated through a range of initiatives. In 2023 we reviewed our academic progression and promotion processes to support more women to develop their careers at the Royal Agricultural University; we introduced new, interactive mandatory Equality, Diversity and Inclusion training for all in addition to a range of

other opportunities, such as Active Bystander training with a focus on sexual harassment; and we celebrated initiatives and events such as International Women's Day and Women's History Month.

Our Equality, Diversity and Inclusion Steering Group play an active role in ensuring gender parity and pay are prominent within the University. Chaired by the Vice-Chancellor and supported by Diversity Champions drawn from across the University, the Group challenges inequality, and works to embed best practice. They monitor and review data, including annual staffing reports and biennial Equal Pay Audits to provide insight and help inform and prioritise actions around gender and the broader Equality, Inclusion and Diversity agenda.

The Royal Agricultural University has introduced a Menopause Policy to support women in the workplace, making it clear they will be supported if they have any concerns and they will not be penalised if they require any adjustments to work arrangements. The University also updated the Flexible Working Policy ahead of legislative changes which come into force in 2024 to encourage work-life balance and aid staff retention. We will continue to promote our flexible approach to support women achieve their professional goals at the Royal Agricultural University.

Conclusion

The reason there is a gender pay gap is because of the concentration of males in the highest-paid positions and females in the lowest-paid. There are deep economic, sociological and structural reasons for this, but the Royal Agricultural University is conscious of the imbalance and is working to redress it.

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 strategic goals. The actions identified are on-going and we recognise it may be several years before some have any impact on the gender pay gap. In the meantime the Royal Agricultural University is committed to reporting on an annual basis on the progress it is making.