

Background

This report contains the outcomes of the Royal Agricultural University's (RAU) 2024 Gender Pay Gap analysis. Addressing gender equality is a priority 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 has become a widely recognised measure of pay and gender representation within the UK since the introduction of mandatory reporting in 2017. The regulations 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 data reflects the snapshot date of 31 March 2024.

The RAU recognises that gender identity is broader than simply men and women. Although the gender pay gap regulations require that individuals are recorded as either men or women, it is acknowledged that trans and non-binary colleagues do not identify with either category. Notwithstanding this requirement, we value, welcome and celebrate colleagues of all gender identities, reflecting our commitment to create an inclusive culture and workplace, free from discrimination, harassment or victimisation, where everyone is treated with dignity and respect.

The Report

As part of the statutory requirements under the Equality Act 2010, the RAU reports an annual analysis of the gender pay gap. Data was collected on 31 March 2024 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 275 employees who met the criteria to be included in the report, 160 women and 115 men. This equates to a workforce which was 58% female and reflects a continuing trend of more female than male staff at the RAU and in the HE sector. 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 23.1% (25.9% in 2023)

- The mean hourly rate of pay for a woman is £18.43
- The mean hourly rate of pay for a man is £23.97

The **median** gender pay gap for the University is 12.8% (13.6% in 2023)

- The median hourly rate of pay for a woman is £16.21
- The median hourly rate of pay for a man is £18.60

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 - There are 45 women (65.2%) and 24 men (34.8%) in Quartile 1

Quartile 2 – There are 41 women (59.4%) and 28 men (40.6%) in Quartile 2

Quartile 3 – There are 46 women (66.7%) and 23 men (33.3%) in Quartile 3

Quartile 4 – There are 28 women (41%) and 40 men (59%) in Quartile 4

Quartile 1 includes staff earning the lowest hourly rate, rising to Quartile 4 which includes staff earning the highest hourly rate

There are 275 employees in total

Mean and Median

The difference between the recorded median and mean gender pay gaps are noted, although both measure central tendency. The mean pay gap can be disproportionately influenced by a relatively small number of high-paying jobs and from a statistical standpoint the median is often seen as a more useful measure as it is not skewed by very high or very low hourly pay. However, as the most highly paid tend to be men, the mean can be an important statistic as it reflects the structural issues that can affect the mean gender pay gap. As the mean gender pay gap includes the most extreme pay rates, the mean gender pay gap tends to be slightly larger than the median pay gap and can be more difficult to address.

As it is typically considered the more useful measure, and the median pay gap data outside of the sector is more easily available for comparisons, this report will mainly focus on the median pay gap

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.

Gender Pay and Equal Pay

The gender pay gap is a measure of the difference between the mean and median earnings of men and women across the University. Equal pay ensures individuals are paid the same level as those who are performing the same work, or work assessed as being of equal value as determined by an analytical job evaluation scheme that looks at the skills and requirements of the job. It is possible therefore to have a gender pay gap without having any equal pay gaps. The RAU is committed to the principle of equal pay for work of equal value for all employees. The Statutory Code of Practice on equal pay (EHRC, 2011) recommends that the most effective way of establishing whether pay policies and systems are discriminatory is to undertake an equal pay audit. The University conducts biennial audits, with the most recent in 2024.

Factors influencing the Gender Pay Gap

- Female employees occupy 58% of positions (61.5% in 2023), 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 twice as many females in Quartile 3.
- Greater male representation in the senior levels of the University has influenced our gender pay gap, evidenced by the differential within the top quartile (Quartile 4); there is a higher proportion of men in senior positions, and the pay differential in Q4 is likely to be greater than within other quartiles. However, the difference between the number of males and females in Quartile 4 has decreased since 2021 when 64% of positions were held by men, falling to 59% in 2024.
- The results are skewed by the higher proportion of women in lower paid roles at the RAU, evidenced by a differential within the lowest quartile (Quartile 1), where there is a higher

proportion of women. In 2024, 65.2% of positions were held by females and this had fallen from 75.7% in 2023. The roles within Quartile 1 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.

- It is recognised that as staff numbers at the Royal Agricultural University are relatively small compared to other organisations reporting under the Gender Pay Gap regulations, fluctuations in the staff population are likely to impact the gender pay gap.

Our Commitment to improving the Gender Pay Gap – Action Planning

The RAU seeks to be open and transparent about its gender pay gap and the annual reviews provide an opportunity to understand the disparity in pay and the factors contributing to it. The University's Equality, Diversity and Inclusion Strategy and Policy recognise that equality should be embedded in all University activities and they promote awareness of equality and foster good practice. We understand the need to work continually to improve and close the gap and build a workforce with a more equal representation of men and women at each level of our grading structure and a healthy proportion of top female talent.

In 2023 we reviewed our academic progression and promotion processes to support more women to develop their careers at the Royal Agricultural University; we supported the achievement of a good work-life balance, providing more opportunities for flexible working ahead of the Employment Relations (Flexible Working) Act which came into force in 2024; we introduced 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.

Going forward, 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 and support women to progress into the upper quartiles. We will focus on recruitment and retention and we will seek to increase female representation in Quartile 4; this is not only a concern for the Royal Agricultural University but a wider known issue across our sector and within Higher Education.

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

- The University is committed to ensuring that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post and the relevant salary scale, and to supporting career development and progression to ensure diverse representation and participation at all levels.
- We will avoid inquiring about salary history or salary expectations in recruitment processes, to mitigate historical pay biases.

- We will ensure all parts of the University adhere to our pay principles to ensure our people receive fair pay for the job they do.
- We will ensure staff policies are family-friendly and designed to encourage women to return to work following maternity leave and provide support with health conditions that can affect women throughout their time in the workplace, e.g. menopause, infertility, pregnancy or baby loss.

Conclusion

Within the Higher Education sector, HEPI (2024) acknowledge that despite significant strides in female representation within both the student body and workforce, women continue to earn, on average, 11.9% less than men across all roles in higher education (12.8% at the RAU). However, they report that the gender pay gap in the Higher Education is smaller than the national gender pay gap, currently reported at 14.4% and that across all workers in all jobs, women are paid less than men; women are more likely to work in lower-paid sectors and are more likely to be in lower-paid roles. This may be a problem in terms of equity of pay, equity of job choice, job satisfaction and wellbeing, leading to inequity in the ability to build a healthy pension. The gender pay gap potentially leads to a perpetual cycle of lower pay for women, and an entrenching of gender-based roles in society

The gender pay gap itself can often be a lagging indicator, with positive actions to improve gender representation taking time to significantly impact figures. Acknowledging the external societal influences and systemic barriers, change remains challenging. 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. The RAU recognises that barriers to achieving pay diversity are complex and multi-faceted, and not only linked to gender and remain committed to embed a culture that promotes and values equality and that we build an inclusive environment where staff feel valued and motivated through a range of initiatives.

We will track data and create actions to realise greater gender parity, and identify and remove any potential gender bias. 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 an 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.