

### Background

This report contains the outcomes of the Royal Agricultural University's (RAU) 2025 gender pay gap analysis and shows an improved position, with a median gender pay gap of -4.49% (12.8% in 2024) and a mean gender pay gap of 15.6% (23.1% in 2024). This is the first time the RAU has reported a pay gap with a negative figure, indicating the extent to which women earn more per hour than men.

Addressing gender equality remains a priority and we are committed to fostering an inclusive culture which promotes equality, respects diversity and maintains a working, learning and social environment where 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 2025 at the Royal Agricultural University.

The University 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, 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 2025 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 277 employees who met the criteria to be included in the report, 158 women and 119 men. This equates to a workforce with 57% female staff 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 15.6% (23.1% in 2024)

- The mean hourly rate of pay for a woman is £19.53
- The mean hourly rate of pay for a man is £23.15

The **median** gender pay gap for the University is -4.49% (12.8% in 2024)

- The median hourly rate of pay for a woman is £17.70
- The median hourly rate of pay for a man is £16.94

## Mean and Median Bonus Gap

- There were no bonuses paid to men or women

## The Proportion of Males and Females in Each Quartile reflecting hourly pay

Quartile 1 – There are 41 women (58.5%) and 29 men (41.5%) in Quartile 1

Quartile 2 – There are 31 women (45%) and 38 men (55%) in Quartile 2

Quartile 3 – There are 47 women (68.1%) and 22 men (31.9%) in Quartile 3

Quartile 4 – There are 32 women (46.4%) and 37 men (53.6%) in Quartile 4

There are 277 employees in total

## **Median and Mean**

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 staff 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 is more easily available for comparisons, this report will 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.

## **RAU Data and factors influencing the Gender Pay Gap**

- There is a continuing trend of more female than male employees at the Royal Agricultural University. Female employees occupy 57% of positions (58% in 2024 and 61.5% in 2023).
- The report shows there are more female than male employees in Quartiles 1, 2 and 3, and over twice as many females as males in Quartile 3; there are more male than female employees in Quartile 4. Excluding Quartile 3, the gender split within each quartile is not as great as previous years, evidencing a more balanced gender distribution. In the quartiles reflecting our lowest paid staff, 58.5% are female in Quartile 1, falling from 65.2% in 2024; and 55% are female in Quartile 2, falling from 59.4% in 2024. By contrast, in Quartile 4, 46.4% of staff are female, rising from 41% in 2024. These factors support our improved pay gap.

- In Quartile 3, there are over twice as many females (68.1%) as males, rising from 66.7% females in 2024.
- The pay gap is influenced by the top quartile, because of the significant variance amongst the highest-paid staff. Greater male representation in the senior levels of the University is recognised at the Royal Agricultural University, and also across the Higher Education sector and in agriculture and land management. 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 53.6% in 2025.
- The Royal Agricultural University employs staff in roles which are often outsourced in comparable institutions, including catering, retail and housekeeping and these roles typically attract more female staff. This is reflected in the gender pay gap data.
- 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. We understand the need to work continuously to make improvements and close the gap, building a workforce with an equal representation of men and women at each level of our grading structure and a healthy proportion of top female talent.

Over the last year we have stopped asking candidates about their salary history or salary expectations in our recruitment process, to mitigate historical pay biases; we introduced neonatal leave and pay ahead of the Neonatal Care (Leave and Pay) Act; we introduced mandatory Active Bystander training, focussing on sexual harassment and launched 'RAU Report4Support', an online tool to report harassment, sexual misconduct, discrimination so that incidents can be addressed and staff supported; 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. The Royal Agricultural University is working to embed a culture that promotes and values difference and build an inclusive environment where staff feel valued and engaged.

A number of actions have been prioritised to close the gender pay gap over the next year and foster an inclusive culture, and they include:

- We will continue to take steps to ensure that our recruitment and selection processes are without bias. This includes using gender neutral language in our job descriptions; positive action statements in our job adverts; promoting flexible working options in job adverts; advertising in a wide range of communication channels; using skills-based tests where tests are to be used and including multiple women in shortlisting and promotions.

- We will review our academic progression and promotion processes to support women to develop their careers at the Royal Agricultural University.
- We will undertake an equal pay review every two years with the findings reported to the Vice-Chancellor's Advisory Group and the University's Remuneration Committee to promote fairness, compliance and improved workplace culture; the next review will be in 2026.
- We will review our Maternity, Paternity, Adoption and Shared Parental Leave Policy to encourage staff to return to work following family leave.
- We will take steps to promote our Menopause Policy to staff to improve awareness and highlight the support that is available to staff. This will include promoting the Cirencester perimenopause and menopause support group, 'You, Me and the Menopause' that meets regularly at the Royal Agricultural University.
- We will improve completion rates for mandatory and recommended Equality, Diversity and Inclusion training.

## **Conclusion**

This year the Gender Pay Gap report shows that the Royal Agricultural University has made progress narrowing the gender pay gap, with a median gap of -4.49%, highlighting that women are paid more than men at the median. The University has reported a mean of 15.6% and we will continue to strive to embed equality, diversity and inclusion and develop a culture reflective of the University's values.

The Gender Pay Gap report is an important way for us to measure progress and hold ourselves accountable for creating a more equitable and inclusive workplace where everyone can succeed.

The gender pay gap itself can be seen as 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 noted 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 equality are complex and multi-faceted, and not only linked to gender. We remain committed to 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 that we can achieve the University's strategic goals. There is more to do to embed gender pay parity and we will continue to report on an annual basis and work towards the desired change.