

# Royal Agricultural University

## Report on Gender Pay Gap for March 2018

### Introduction

The **mean** gender pay gap for the University is 17.1%, which is similar to the published national UK average for the economy as a whole at 17%\*. The previously published average for Higher Education is 15%.

The **median** gender pay gap for the University is 5.6%, which is significantly lower than published data for both the economy as a whole at 18%, and the Higher Education sector at 14%.

\*Comparisons are based on data collected from the Office for National Statistics by the Universities and Colleges Employers Association for 2017.

### Calculations

- **Mean:** the percentage difference in the average hourly pay for females compared with average hourly pay for males across all employees.
- **Median:** the percentage difference at the midpoint in ranked hourly pay of females compared to males across all employees.
- **Quartile:** 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.

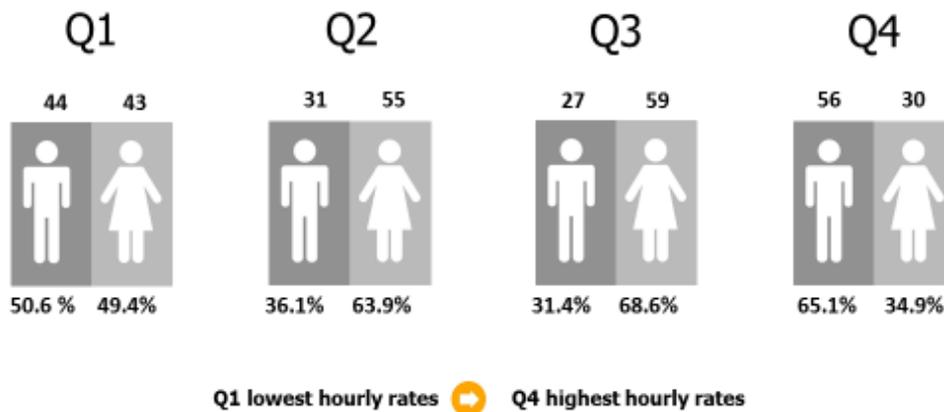
The figures below summarise the data

### The mean and median gender pay gap



Figures indicate hourly rates of pay for men and women  
There were no bonus payments on the snapshot date 31 March

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



### Factors influencing our Gender Pay Gap

- Our workforce overall is 54% female and 46% male.
- Analysis of our data indicates that a major contributory factor towards the gender pay gap is the differential within the top quartile (Q4). There is a significantly higher proportion of male compared to female academic staff, particularly at the level of principal lecturer and above.
- The University's retail, accommodation, cleaning and other support services are provided by our own employed staff rather than us outsourcing this provision, as per more common sector practice. This also applies to the staff working within our commercial services operations, such as conferencing. Female staff are over-represented in all these activities, which is the case across the entire economy, and this has an adverse effect on comparative gender pay calculations across the University as a whole.

### Our Commitment to improving the Gender Pay Gap

The RAU acknowledges that the data in our report indicates a gender pay gap that needs to be addressed. We will continue to focus our efforts on core equality objectives and interventions tailored to our own specific context of the land based industry sector in which we operate.

We will be reviewing the effectiveness of our current efforts to close this reported pay gap once we have updated our calculations using the very latest March 2019 pay data.