

### Introduction

The Royal Agricultural University is committed to advancing equality and valuing diversity and inclusion in its practices and activities. The University continues to create fair and open policies and processes that encourage and facilitate staff and students to develop and progress, achieving their true potential.

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the number of men and women according to quartile pay bands

This is our fourth Gender Pay Gap Report and we recognise that Gender Pay is not the same as Equal Pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay. The gender pay gap is a measure of the difference between male and female average earnings across an organisation over a standard period of time, regardless of role and seniority. It is expressed as a percentage of men's earnings (Equality Act 2010; Equality and Human Rights Commission).

The University is committed to promoting equality of opportunity for all and a culture which values differences. As an employer, we want to ensure our workforce is representative of the community it serves and attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience.

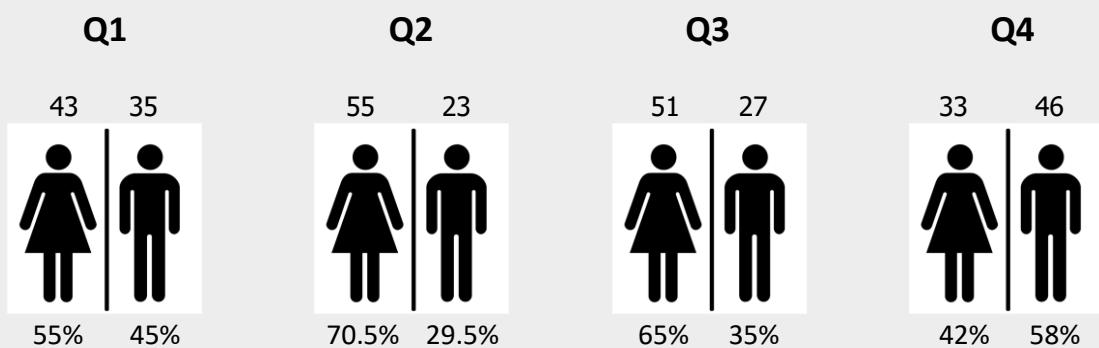
We are committed to the principles of equal pay and operate non-discriminatory pay processes and an analytical job evaluation scheme to measure the relative value of jobs in the pay and grading structure within an overall framework. We believe that there is no significant equal pay gap between men and women at the same grade within our single pay spine. However, we recognise we have a gender pay gap.

The gender pay gap reporting data was collected on 31 March 2020 when the Royal Agricultural University had 313 employees who met the criteria to be included in the Report. The females number 182 and 131 are male, equating to 58% 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.

### Key Findings

The **mean** gender pay gap for the University is 14.6%, which is similar to the previously published average for Higher Education of 15.5%\* and lower than the national UK average for the economy as a whole of 17.3%

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



Q1 lowest hourly rate → Q4 highest hourly rate

The **median** gender pay gap for the University is 13.7%, which is consistent with the Higher Education sector at 13.7% and slightly lower than published data for the economy as a whole at 15.5%.

\*Comparisons are based on 2019 data analysed in June 2020 by the Universities and Colleges Employers Association (UCEA).

## 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.
- **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.
- **Bonus Pay Gap:** refers to bonus payments paid to men and women employees during the 12 months period prior to the snapshot date.

## Mean Pay Gap

Women's hourly rate is:  
**14.6%** lower  
on average women were paid approx 85p for every £1 than men earn

## Median Pay Gap

Women's hourly rate is:  
**13.7%** lower

## Mean and Median Bonus Gap

There were no bonuses paid to either men or women

### The mean and median pay gap

£17.23      £20.18



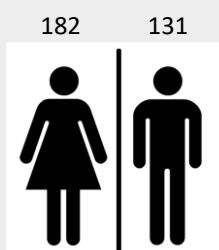
**Mean 14.6%**

£14.68      £17.00



**Median 13.7%**

182      131



**Total employees  
313**

Figures indicate hourly rates for men and women.

## Factors influencing our Gender Pay Gap

- Female employees occupy 58% of positions, indicating a slightly higher percentage of female staff than 2019 (55%), and demonstrating the continuing trend of more female than male employees at the Royal Agricultural University.
- Analysis of our data indicates that 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 males in senior positions.
- 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.

## Commentary

- The RAU's mean gender pay gap of 14.6% has decreased slightly on last year's figure of 15.1%
- The median has increased significantly from 6.7 to 13.7 due to more men occupying senior positions.
- There has been a significant increase in proportion of women in Q2 compared to last year (70.5% from 59%).

- Although this year shows more women at senior levels which is a move in the right direction, the proportion of men in Q4 is a significant contributor to the overall gender pay gap.

## **Actions taken since the last report**

The University has identified a number of actions in order to close the gender pay gap and foster an inclusive culture, and they include:

- Undertaking an Equal Pay Audit to analyse the nature of any inequities in greater detail and analyse the factors creating inequality; considering the extent to which these can be objectively justified due to factors other than particular protected characteristics or differing contractual arrangements.
- Introduction of three family friendly policies to support work-life balance and promote equality of opportunity - Flexible Working Policy, Special Leave Policy and Enhanced Maternity pay.
- Introduction of four policies to support consistency, transparency and equality in decisions relating to pay: Pay Policy, Grading Policy, Senior Staff Pay Policy, External Activities and Income Retention Policy.

## **Our Commitment to improving the Gender Pay Gap**

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

## **Action Plan**

The University has identified a number of actions in order to close the gender pay gap and foster an inclusive culture, and they include:

- Improvement of our data collection and diversity monitoring including gender, which will provide better insight to help inform and prioritise our actions around our broader Equality, Inclusion and Diversity agenda.
- Further development and awareness raising of recently introduced pay/grading policies at all levels to improve consistency of approach and support transparency and equality in decisions relating to pay.
- Ensure fair and transparent recruitment and selection practices and procedures. Support this activity by ensuring that all decision makers receive mandatory Unconscious Bias training.
- Further to a recent review of Professional Services at the RAU, the University is committed to identifying and supporting career development opportunities for women and facilitating learning and development opportunities.
- The Academic Promotions Committee, working with Heads of School and Human Resources, are actively committed to encouraging more women to apply for promotion and development opportunities and will provide appropriate support.

## **Conclusion**

Whilst the causes of the gender pay gap are complex, the main reasons that have been identified for the Royal Agricultural University is the under-representation of women in more senior levels and the higher concentration of women in lower paid employment. The actions set out in this report outline some of the measures the Royal Agricultural University will take to achieve a better gender balance. We are committed to ensuring that in future years we are able to demonstrate a reduction in our gender pay gap.