

Royal Agricultural University

Report and Action Plan on Gender Pay Gap for March 2019

Introduction

The Royal Agricultural University is committed to advancing equality and valuing diversity and inclusion in all 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 third 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 2019 when the Royal Agricultural University had 334 employees who met the criteria to be included in the

Report. 184 of these employees are female and 150 are male, equating to 55% 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 15.1%, which is similar to the previously published average for Higher Education of 14.9%* and slightly higher than the national UK average for the economy as a whole of 13.5%. It indicates a decrease from the Royal Agricultural University's 2018 figure of 17.1% which is an encouraging sign.

The **median** gender pay gap for the University is 6.7%, which is significantly lower than published data for both the economy as a whole at 13.5% and the Higher Education sector at 13.7%, although this is an increase from 5.6% reported by the Royal Agricultural University in 2018.

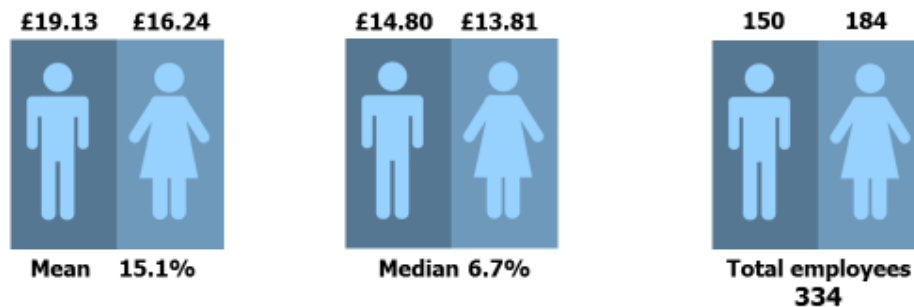
*Comparisons are based on 2018 data analysed in January 2019 by the Universities and Colleges Employers Association (UCEA).

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.

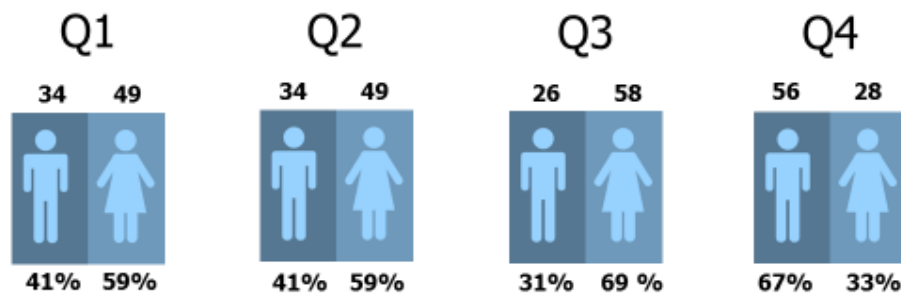
The figures below summarise the data

The mean and median gender pay gap



Figures indicate hourly rates of pay for men and women

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



Q1 lowest hourly rates  Q4 highest hourly rates

Bonus Pay Gap

The proportion of females receiving a bonus in this period was 1.2%. As no male staff received any bonus payments in this period, there is no applicable bonus pay gap.

Bonus payments are not a standard feature of the University's approach to remuneration. Whilst the figures show that greater bonuses were paid to women, as such a small number of staff received a bonus, no significant conclusions can be drawn.

Factors influencing our Gender Pay Gap

- Our workforce overall is 55% female and 45% 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 Royal Agricultural University is committed to enhancing our reputation as an institution that prides itself on opportunity for all. The actions we have committed to taking are informed by careful analysis of our workforce information and tailored to our context of the land based industry sector. The intention is to continue working to equalise the representation of men and women across the spectrum of job grades at the Royal Agricultural University and thereby reduce the gender pay gap. We will work collaboratively to deliver this important agenda. We are proactive in our approach to all forms of diversity and the University's Inclusion, Equality and Diversity Committee has an active role to play in developing, sponsoring and evaluating University based initiatives.

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:

1. Develop the collection, analysis and use of staff metrics to inform more evidence-based decision-making to support gender equality. This includes having up to date, clearly defined data which is robust and of high quality, and used in a consistent way to complete analytics activity, communicated to stakeholders in regular and accessible reports.
2. Undertake an Equal Pay Audit to analyse the nature of any inequities in greater detail and analyse the factors creating inequality and diagnose the causes; and consider the extent to which these can be objectively justified due to factors other than particular protected characteristics or differing contractual arrangements.

3. Maintain a transparent promotions framework that supports and encourages applications based on merit regardless of gender.
4. Review family friendly policies to enable better use of the flexible working to support employees with caring responsibilities; to support work-life balance and promote equality of opportunity; and formally recognise that employees may be faced with difficult personal circumstances.

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.