



## **Gender Pay Gap Reporting, March 2021**

The Equality Act regulations, introduced in 2017, 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.

On 31 March 2021, for the first time since the introduction of Gender Pay Gap reporting, the Royal Agricultural University employed less than 250 staff and a Gender Pay Gap Report has not been published.

The University's Remuneration Committee continues to track the relevant data annually and to monitor both the gender pay and the actions required to close the gap and foster an inclusive culture.

We are dedicated to the principles of equal pay and we operate non-discriminatory pay processes and an analytical job evaluation scheme to measure the relative value of jobs in the pay and grading structure.

Addressing the gender pay gap is an integral part of the Royal Agricultural University's commitment to creating an environment where all members of the University community can flourish.