

GENDER PAY GAP REPORTING 2017

INTRODUCTION

The Royal College of Music is committed to a policy of equal opportunity and inclusivity. As a leading British conservatoire, it aims to provide musical education and professional training at the highest international level to meet the aspirations of as many as possible of those whom it deems to have the ability and motivation to benefit. As an institution described at its foundation as one whose doors were to be 'thrown open to the whole world', the Royal College of Music acknowledges and welcomes influences from diverse social and artistic traditions. The College seeks to foster excellence in everything in which it is involved.

WHY ARE WE PUBLISHING THIS DATA?

We are publishing our Gender Pay Gap data in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which require us to report on a number of metrics as of 31st March in a given year ("the snapshot date").

This is the first year of the new regulations and, as such, the first report of this kind compiled by the College. This reporting will continue, on an annual basis and will allow us to identify any areas of concern and put in place steps to address them. As a College community, we are committed to working together to address this moral and social challenge.

WHAT IS THE GENDER PAY GAP & HOW IS DIFFERENT TO EQUAL PAY?

The Gender Pay Gap is a measure of the difference in pay between the average hourly earnings of male and female staff. A gender pay gap above zero will show that, on average, men earn more while a pay gap below zero shows that women, on average, earn more.

The gender pay gap is distinct from equal pay though that distinction is often confused. ACAS provides the following definitions:

"The gender pay gap shows the differences between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings."

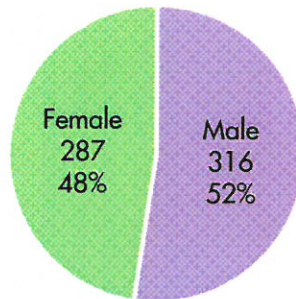
"Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman."

The College is committed to equal pay in employment. This is delivered through a sector specific, nationally supported job evaluation process called HERA (Higher Education Role Analysis). With the exception of the Directorate, all posts are evaluated under this methodology and aligned to a nationally negotiated, single pay spine. As such, we are confident that this enables the RCM to be compliant with equal pay principles and we carry out periodic reviews to demonstrate this. Our next Equal Pay Review is due in the Summer of 2018.

2017 REPORTING OUTCOMES

The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2017 was:

HEADCOUNT



GENDER PAY GAP

MEAN (average)

Women's hourly rate is 8.3% lower



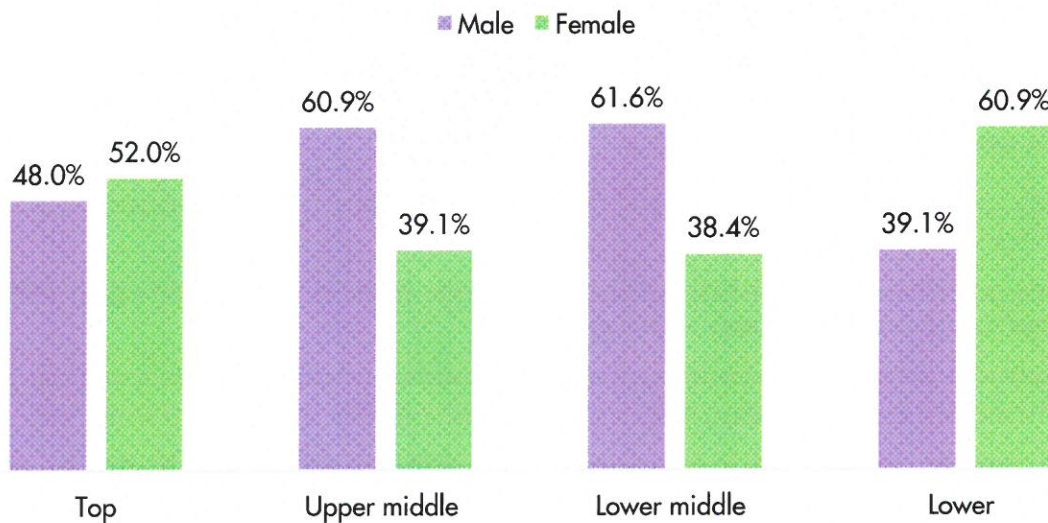
MEDIAN (middle)

There is a 0.0% difference



QUARTILES

The spread of male & female relevant employees in each quarter (highest to lowest paid) at the RCM



GENDER BONUS PAY GAP

The RCM does not currently operate a bonus pay system, therefore there is no data to provide for the Gender Bonus Pay Gap, or the proportions of male and female staff receiving bonus pay.

OUR COMMITMENT TO CLOSING OUR GENDER PAY GAP

A main factor relating to the RCM's gender pay gap is that currently men are in the majority in the College's most senior roles – heads of faculties, programmes and Directorate, and the majority of student workers receiving low hourly rates of pay are female.

Gender pay reporting is a critical first step to better understanding our own position and the broader factors which influence disparity. The RCM aims to reduce the gender pay gap and use this as an opportunity to further our institutional-wide commitment to an agenda that champions equality and diversity. We will:

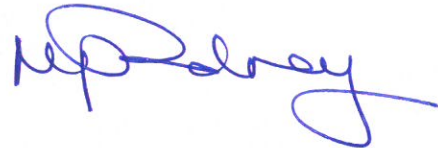
- seek to recruit women for future professorial appointments in faculties/principal studies where women are under-represented
- introduce the London Living Wage as a single rate for all student work
- support women through professional development leadership opportunities
- ensure gender diversity on interview panels
- introduce 'unconscious bias' training as part of Recruitment & Selection training
- strengthen our policy and guidance on positive action statements in recruitment adverts

Over the next five years our ambition is to reduce further our gender pay gap.



Professor Colin Lawson
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