

## ROYAL COLLEGE OF MUSIC

### GENDER PAY GAP REPORTING 2018

### EQUAL PAY REVIEW REPORT 2018

#### INTRODUCTION

Equality, diversity and inclusion have been at the heart of the mission of the RCM since it was established. 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.

The RCM promotes an inclusive learning and working environment in which students, staff, visitors and guests are supported and welcomed.

#### 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").

The College is also 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. We are therefore publishing the headline figure of the **Equal Pay Review 2018**.

The review was based on data of staff in post on 31 March 2018. The headline figure for the Equal Pay Review 2018 shows that the difference between male and female average pay within all of the individual grades is within **5% (either lower or higher)** of the average salary therefore no further investigation needs to be carried out.

#### 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:

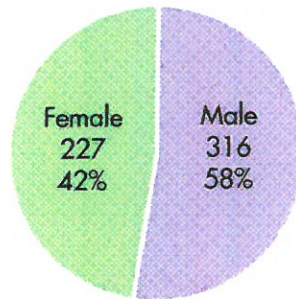
*"The gender pay gap shows the differences between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings."*

*"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."*

## GENDER PAY GAP 2018 REPORTING OUTCOMES

The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2018 was:

### HEADCOUNT



### 2018 GENDER PAY GAP

#### MEAN (average)

Women's hourly rate is **6.8%** lower



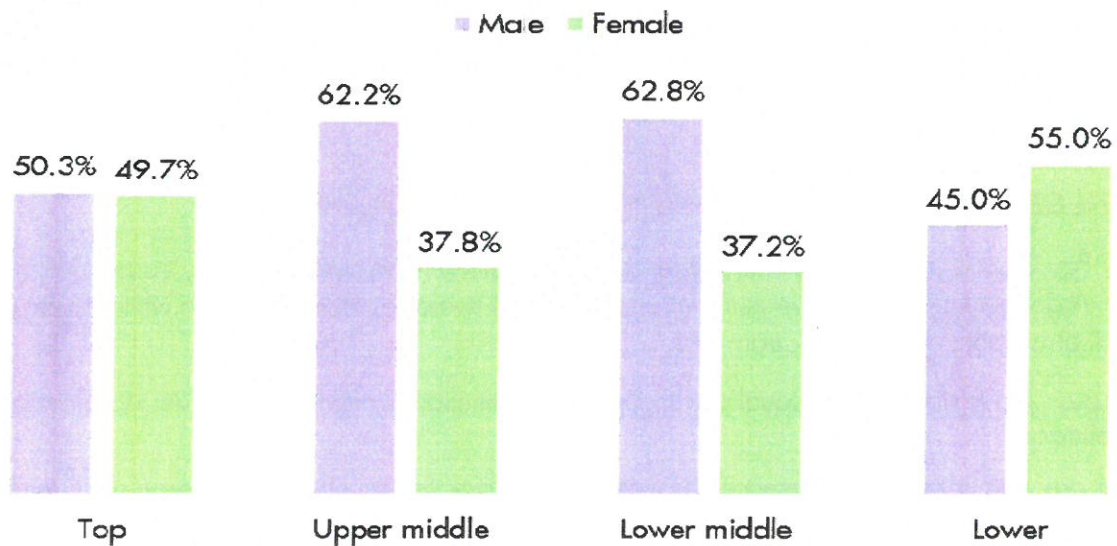
#### MEDIAN (middle)

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

### STEPS AGREED IN 2018

Gender pay reporting is a critical first step to better understanding our own position and the broader factors which influence disparity. The RCM has committed 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. In the published report in February 2018 we committed to:

- 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 (there are more women than men in this worker category)
- 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

### WHAT HAS BEEN ACHIEVED TO DATE

Over the next five years our ambition is to reduce our gender pay gap, and we have made the following interventions in order to achieve this:-

- The London Living Wage (currently £10.55 p/hr effective from November 2018) has been implemented with effect from 1 August 2018 for all Student Workers
- As far as possible we seek to ensure that interview panels are gender balanced
- Recruitment & Selection training now includes exploring how personal experiences, stereotypes and cultural context can have an unconscious impact on decisions and actions, but we also consider the impact of language and how it is used in job descriptions and adverts
- Working in partnership with ACAS "Unconscious Bias" training is now being delivered as part of our mandatory equality & diversity training. This is initially being delivered separately from the Equality & Diversity sessions in this academic year, and then it will continue on a rolling annual basis as part of the E&D training which is run 2-3 times a year
- In strengthening our policy and guidance on positive action we are exploring changing the media where we advertise roles and consider using statements in our adverts actively encouraging applications from under-represented groups.

### MOVING FORWARD

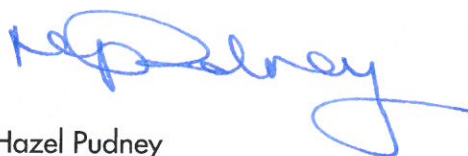
The RCM remains committed to embedding, and further developing, the interventions agreed in 2018. We will continue to work to develop the way in which we articulate and embrace leadership & management development, and staff behaviours, which support our values and promote a diverse, inclusive and enabling culture.



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