

# ROYAL COLLEGE OF MUSIC GENDER PAY GAP REPORT 2019



## 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?

This report complies with the Gender Pay Gap Legislation which was introduced in April 2017 which requires the RCM to report on a number of metrics as of 31 March in a given year ("the snapshot date").

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

Gender Pay Gap reporting, measures the difference between the average pay of all men and all women, irrespective of their job role or seniority. 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

Equal Pay reporting is concerned with identifying and eliminating unjustified inequalities between the pay of specific groups of people performing like work, equivalent work or work of equal value. The RCM is committed to the principle of equal pay for equal work for its entire staff. Whilst our gender pay gap reporting indicates that there is scope to improve on, we are confident that we have no significant differences in place in terms of men and women carrying out the same/similar roles and/or work of 'equal value'. This being reinforced by our implementation of a job evaluation scheme which allows us to consistently and transparently compare roles across the organisation and associated pay benchmarking review, an exercise which will be repeated at regular intervals.

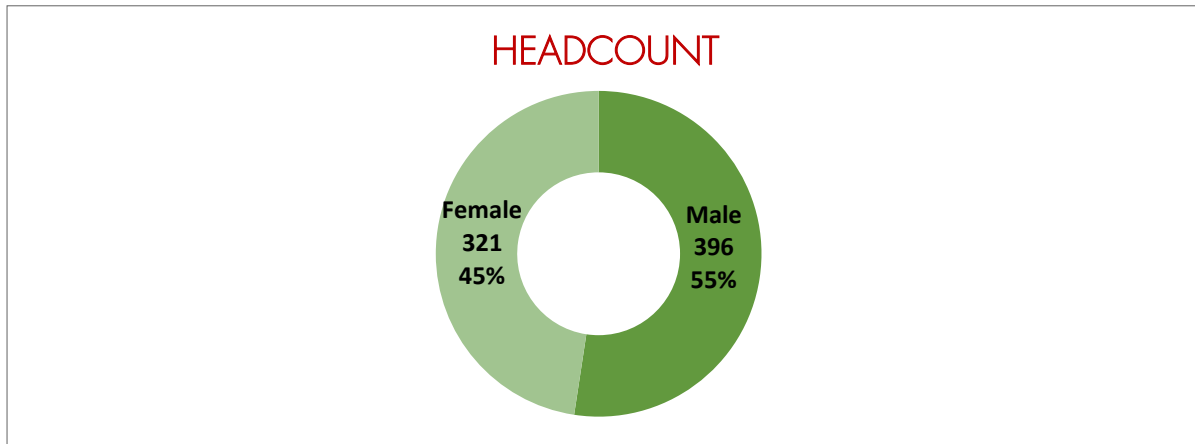
## GENDER PAY GAP 2019 REPORTING OUTCOMES

The RCMs 2019 gender pay gap is reported as a **6.6% Gender Pay Gap**, a reduction of 0.2% on the 2018 figure and 1.7% on the 2017 figure. Whilst we are encouraged by the progress we have made over the last two reporting years in narrowing our gender pay gap, we will continue to make strident efforts to eliminate it, but we recognise that this will take time. Notwithstanding this, we are confident that this gender pay gap does not stem from paying men and women differently for work of equal value, but is instead the result of the different types and seniorities of the roles in which men and women tend to work, and the pay that these roles attract.

We are committed to continuing to address this imbalance and inequality by progressing our intuitional wide commitment to our values of being an inclusive and fair employer.

## THE DATA

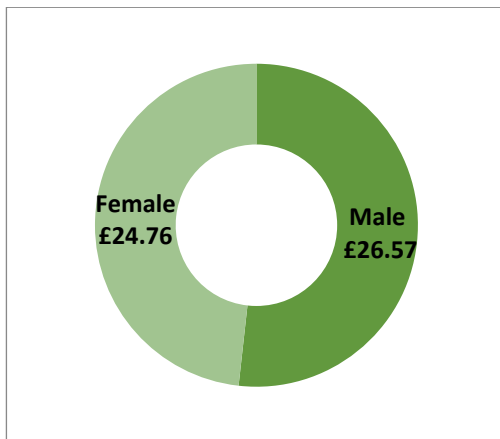
The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2019 was:



### GENDER PAY GAP 2019

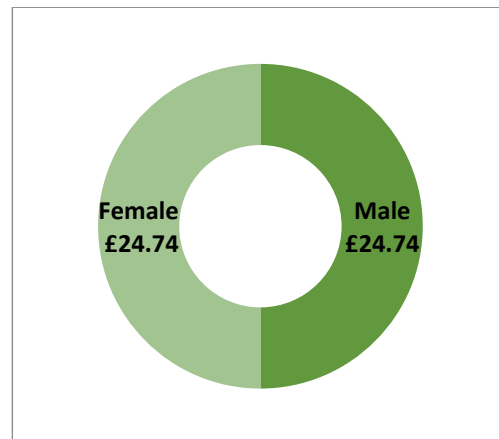
#### MEAN (average)

Women's hourly rate is **6.6%** lower



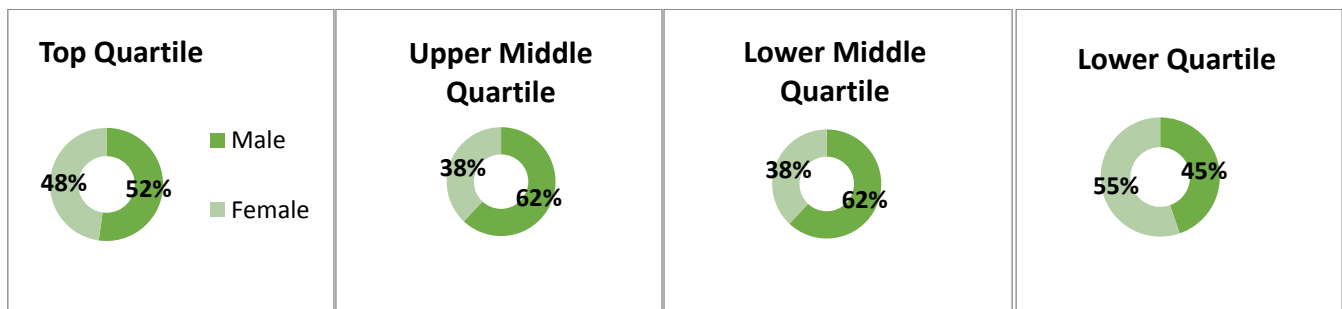
#### MEDIAN (middle)

There is a **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.

## RCM ACTION PLAN

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

Since 2017 we have 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

Our ambition is to further reduce our gender pay gap by maintaining and further embedding the following interventions:-

- The London Living Wage 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
- 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.
- We are improving the data we hold to enhanced reporting and analysis to support evidenced based interventions

## LOOKING TO THE FUTURE

The RCM remains committed to embedding, and further developing, the interventions agreed in our action plan. 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.

- Investigate appropriate mechanisms to better inform recruitment panels with key diversity data throughout the selection process
- Providing appropriate support to recruitment panels to mitigate the impact of unconscious bias in selection
- We will consider extending pay gap reporting to Ethnicity and other protected characteristics to reflect our broad commitment to diversity and inclusion and to identify issues of intersectionality that may exist for women (and others) in our pay structure.
- We investigate ways to improve career pathways for "early career" academics in both teaching and research

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