

GENDER PAY GAP 2025



Gender Pay Gap

- 1. The 'gender pay gap' is the difference in average earnings between women and men regardless of 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.
- 2. Gender pay gap reporting is different to equal pay reporting which 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 Gender Pay Gap Report and Equal Pay Review use the same snapshot date of 31 March 2025 and are both used to identify any areas for further action.
- 3. The workforce used for gender pay gap reporting is anyone paid at the snapshot date.

Gender Pay Gap Reporting 2025

- 4. At 31 March 2025 the RCM's mean gender pay gap is 6.1% and the median gender pay gap is 0%.
- 5. A gender pay gap of 6.1% represents a modest increase from the 2024 figure of 5.5% however we remain satisfied that the data does not identify any serious cause for concern and the pay gap continues to broadly align with the sector average.

RCM Gender Pay Gap data – snapshot date 31 March 2025

Workforce

	2025		2024		2023		2022		2021	
Male	455	53.8%	443	55.4%	388	52.1%	387	55.3%	380	56.6%
Female	391	46.2%	357	44.6%	357	47.9%	313	44.7%	291	43.4%
Total	846		800		745		700		671	

Median hourly rate

	2025	2024	2023	2022	2021
Male median hourly rate	£29.05	£28.20	£27.41	£26.08	£25.69
Female median hourly rate	£29.05	£28.20	£27.41	£26.08	£25.69

Mean hourly rate

	2025	2024	2023	2022	2021
Male mean hourly rate	£32.16	£30.85	£29.65	£27.99	£28.53
Female mean hourly rate	£30.20	£29.16	£27.60	£26.65	£27.37

At 31 March 2025 women were paid 6.1% less than men.

This means that for every £1 earned by a man, a woman earned 94p.

Quartiles

Quartile	Women	Men
Upper	57.3%	42.7%
Upper middle	53.6%	46.4%
Lower middle	59.7%	40.3%
Lower	44.5%	55.5%

Progress

	2025	2024	2023	2022	2021	2020	2019	2018	2017
Mean gender pay gap	6.1%	5.5%	6.9%	4.8%	4.1%	6.6%	6.6%	6.8%	8.3%
Median pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

What have we achieved so far?

- We continue to strive to ensure equality of access in our recruitment processes and an awareness of the need to diversify our workforce.
- Our recruitment practices include seeking to ensure that where possible interview panels are gender balanced
- Recruitment and Selection training includes exploring how personal experiences, stereotypes and cultural context can have an unconscious impact on decisions and actions
- When advertising new roles it is a requirement that the person specification includes a commitment to recognising, valuing and celebrating diversity and to proactively advancing equality and inclusive practice. It is expected that interview panels will incorporate a specific EDI focused question when formulating interview questions.
- We have a transparent approach to advertising salaries and ensure all adverts include the pay range
- We are confident of equal pay for work of equal value through the fair and objective application of the HERA job evaluation system and the use of a consistent hourly rate of pay for all students
- We are mindful of the impact of language and how it is used in job descriptions and adverts
- The RCM has a continuing partnership with ACAS to provide equality and diversity training alongside unconscious bias training
- We continue to explore the use of specific media to attract candidates from under-represented groups and use positive action statements in our adverts to actively encourage applications from under-represented groups where appropriate.
- We continue to work with Heads of Faculty to encourage external recruitment campaigns for all professorial roles and discourage the use of "direct appointments" of professors

- We have made significant progress in improving the quality of the data we hold to enhance reporting and analysis to support evidenced based interventions
- We continue to work to identify barriers to career progression and staff retention for female staff and strive to foster a supportive working environment encouraging staff retention
- We have revised our maternity leave policy to recognise the specific challenges faced by research staff employed on externally funded, fixed term appointments and have removed the requirement of a qualifying period for occupational maternity pay

Looking to the future

- We will continue to inform recruitment panels with key diversity data throughout the selection process and provide support and guidance to recruitment panels to mitigate the impact of unconscious bias in selection
- We will continue to improve our overall equalities monitoring data of protected characteristics to reflect our broad commitment to the equality, diversity and inclusion agenda and to identify issues of intersectionality that may exist for women (and others) in our pay structure.
- We will continue to investigate ways to improve career pathways for “early career” academics in both teaching and research

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Head of HR

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