GENDER PAY GAP 2026

ROYAL COLLEGE OF MUSIC London

SUMMARY

- This report complies with Gender Pay Gap legislation introduced in 2017 which requires the RCM to publish a number of metrics on an annual basis using 31 March as a snapshot date.
- We have now produced the data for reporting at the snapshot date of 31 March 2026 which show a mean gender pay gap of **9.6%** and a median gender pay gap of **0%**.
- Following the Finance & General Purposes Committee on 18 June 2026 the outcome and report will be uploaded the government portal as required and will be published internally and externally

ACTION

- To note and discuss

Jennifer Allison
Head of HR
May 2026

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 uses the same snapshot date of 31 March 2026 and is 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 2026

4. At 31 March 2026 the RCM's mean gender pay gap is 9.6% and the median gender pay gap is 0%.
5. A gender pay gap of 9.6% represents an increase from the 2025 figure of 6.1% 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.
6. During the 2025-26 academic year we reviewed the method of payment for some student activity resulting in a significant increase to the number of students being paid through the RCM payroll, 123 in March 2026 in contrast to 57 in March 2025. The majority of these students were female.

7. The increased number of student workers in 2026 coupled with a number of senior appointments of male members of staff provide context for the increased pay gap but we remain satisfied that there are no significant areas of concern.

RCM Gender Pay Gap data – snapshot date 31 March 2026

Workforce

	2026		2025		2024		2023		2022	
Male	487	52.8%	455	53.8%	443	55.4%	388	52.1%	387	55.3%
Female	436	47.2%	391	46.2%	357	44.6%	357	47.9%	313	44.7%
Total	923		846		800		745		700	

Median hourly rate

	2026	2025	2024	2023	2022
Male median hourly rate	£29.92	£29.05	£28.20	£27.41	£26.08
Female median hourly rate	£29.92	£29.05	£28.20	£27.41	£26.08

Mean hourly rate

	2026	2025	2024	2023	2022
Male mean hourly rate	£32.19	£32.16	£30.85	£29.65	£27.99
Female mean hourly rate	£29.10	£30.20	£29.16	£27.60	£26.65

At 31 March 2026 women were paid 9.6% less than men.
This means that for every £1 earnt by a man, a woman earned 90p.

Quartiles

Quartile	Women	Men
Upper	41.1%	58.9%
Upper middle	43.5%	56.5%
Lower middle	43.3%	56.7%
Lower	61.0%	39.0%

Progress

	2026	2025	2024	2023	2022	2021	2020	2019	2018
Mean gender pay gap	9.6%	6.1%	5.5%	6.9%	4.8%	4.1%	6.6%	6.6%	6.8%
Median pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Comparative data

Conservatoires UK (CUK) Members*- Gender Pay Gap data – most recent published data (snapshot date 31 March 2025)

	Mean	Median
Royal Central School of Speech and Drama	1.4%	3.6%
Royal Welsh College of Music & Drama	7%	4.5%
Royal Conservatoire of Scotland	4.9%	5.67%
Trinity Laban Conservatoire of Music and Dance	5.99%	23.45%
Royal College of Music	6.1%	0%
Royal Northern College of Music	10.86%	18.84%
Royal Academy of Music	14.00%	14%
Leeds Conservatoire	13.29%	36.71%

** London Academy of Music & Dramatic Art and Guildhall School of Music & Drama do not publish this information. Royal Birmingham Conservatoire reports as part of Birmingham City University so is not directly comparable.*

Office for National Statistics (ONS) Gender pay gap in the UK: 2025

	2025	2024	2023	2022	2021	2020	2019	2018
Median gender pay gap (all employees)	12.8%	13.1%	14.2%	14.4%	15.1%	14.9%	17.4%	17.8%

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
- 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