

GENDER PAY GAP 2023



Introduction

Equality, diversity and inclusion have been at the heart of the mission of the RCM since it was established in 1883. As the 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 and is committed to developing and sustaining a positive and supportive environment for our staff and visitors in which students, staff, visitors and guests are supported and welcomed.

Why are we publishing this data?

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.

What is the Gender Pay Gap and how is this different to Equal Pay?

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.

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. This year we have also produced an equal pay report using the same snapshot date of 31 March 2023 and will be using this information in conjunction with the gender pay gap report to seek to identify any areas for further action.

The workforce used for gender pay gap reporting is anyone paid at the snapshot date and calculations have been made in accordance with the guidance for salary sacrifice following the introduction of salary sacrifice for USS pension scheme members in February 2021

Gender Pay Gap Reporting 2023

At 31 March 2023 the RCM's mean gender pay gap is 6.9% and the median gender pay gap is 0%.

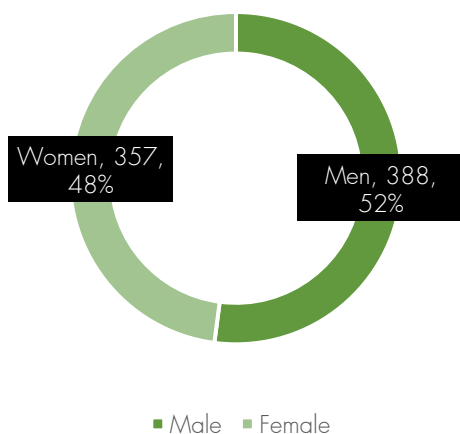
We feel that it is important to see the increase in the gender pay gap for 2023 within the context of reduced activity in previous years as a result of COVID restrictions. The 12 months to 31 March 2023 have seen a return to significant recruitment activity with a resulting impact on the makeup of the staff body.

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	8.3%	6.8%	6.6%	6.6%	4.1%	4.8%	6.9%
Median gender pay gap	0%	0%	0%	0%	0%	0%	0%

The data

The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2023 was:

Headcount



Mean (average)

Women's hourly rate is **6.9%** lower



Median (middle)

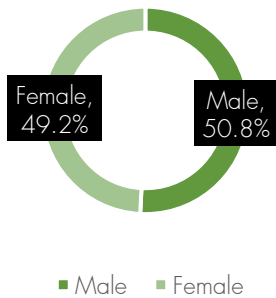
There is **0%** difference



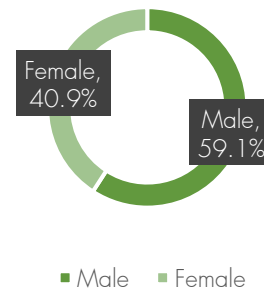
Quartiles

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

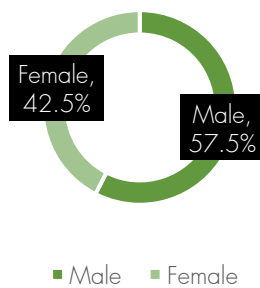
Top Quartile



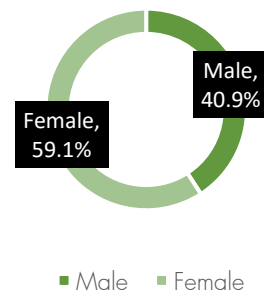
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



What have we achieved so far?

- The London Living Wage has been implemented and continues to be maintained for all student workers
- As far as possible we seek to ensure that 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
- It is now a requirement that the person specifications of new jobs include 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
- 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 are continually working to improve the quality of the data we hold to enhance reporting and analysis to support evidenced based interventions

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 ethnicity and other 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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