

# ROYAL COLLEGE OF MUSIC

## GENDER PAY GAP REPORT 2020

### 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 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.

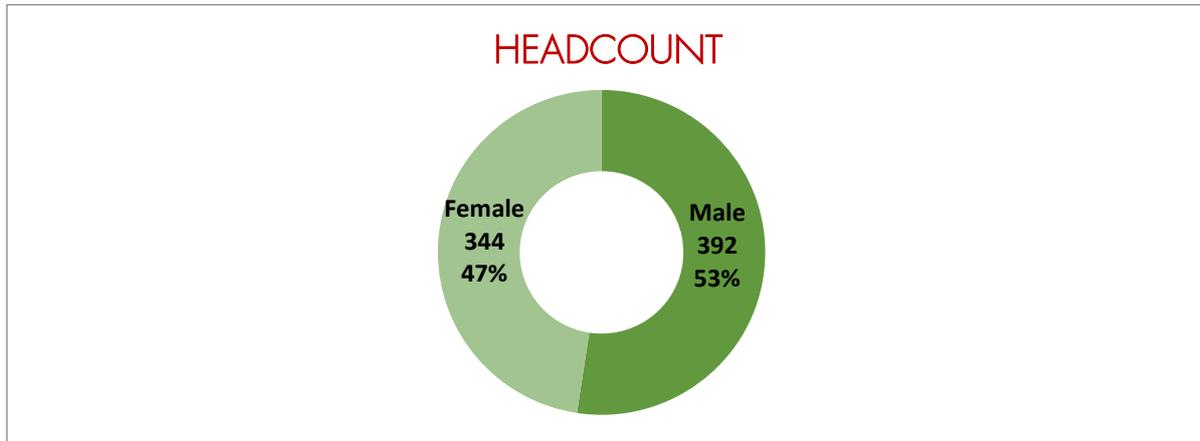
### GENDER PAY GAP 2020 REPORTING OUTCOMES

The RCMs 2020 gender pay gap is reported as a **6.6% Gender Pay Gap**, which is the same figure as reported in 2019 (snapshot date of 31 March 2019). Whilst we are encouraged by the progress we have made over the last three 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.

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 2020 was:



### GENDER PAY GAP 2020

MEAN (average)

Women's hourly rate is 6.6% lower



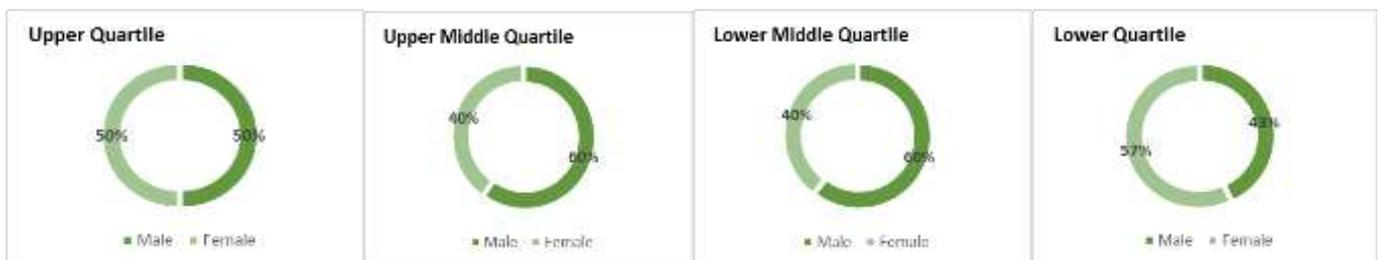
MEDIAN (middle)

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 continues to be an important first step to better understanding our gender profile and the broader factors which influence disparity. The RCM continues to be committed to work towards the reduction the gender pay gap and will use this data on an ongoing basis to further our institutional-wide understanding and 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 and continues to be maintained 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
- The RCM has a continuing partnership with ACAS to provide equality & diversity training alongside unconscious bias training
- In strengthening our policy and guidance on positive action in recruitment we, where appropriate, use specific media to attract candidates from under-represented groups, and will use statements in our adverts to actively encourage applications from under-represented groups where required.
- We have reviewed our process in respect of "direct appointments" and will continue to monitor this data to identify any negative impact
- We are improving the data we hold to enhance 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.

To further strengthen our commitment to diversity, inclusion, fairness and respect a Diversity Action Group has been convened during this year and is charged with consulting widely across the institution; listening carefully to all, to agree a set of recommendations for concrete, achievable actions that make positive, structural and lasting changes in all areas of the College's life. The work of this group will additionally feed into the way in which the college strives to develop the way it articulates and embraces leadership & management development and staff behaviours; supporting our values and promoting a diverse, inclusive and enabling culture.

However, the coronavirus pandemic is likely to have an impact in future years in respect of the gender pay gap, although we are committed to ensure that any impact is minimised. The financial impact of the pandemic, like many other HEIs, has forced us to re-valuate our financial situation and the difficult decision was taken to implement a recruitment freeze and seek staff cost savings. This is not a decision that was taken lightly and we will closely monitor the impact of this on any future pay gap. On the 24 March 2020 the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision to suspend enforcement of the gender pay gap deadlines for the reporting year (2019/20 with the snap shot date of 31 March 2019). The RCM were one of 3000 employers who had already reported their data via the gov.uk website, when this announcement was made.

Notwithstanding the challenges that the covid pandemic has presented us with, we remain committed to our action plan:

- investigate appropriate and innovative mechanisms to better inform recruitment panels with key diversity data throughout the selection process
- provide appropriate support to recruitment panels to mitigate the impact of unconscious bias in selection
- explore the use of positive action statements in job adverts where applicable
- continue to consider extending pay gap reporting to 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.
- further investigate ways to improve career pathways for “early career” academics in both teaching and research
- when fully implemented, monitor our new reward and recognition arrangements to ensure that decisions are made in line with existing policies that are free from any gender bias and explore the reasons for any potential anomalies

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