

Equal Pay Review

1. The Equality Act 2010 prohibits discrimination in respect of 'protected characteristics', i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It is acknowledged that it would be best practice for an equal pay review to cover all protected characteristics however there are practical constraints in relation to the availability of data.
2. There is no legal definition of what constitutes a significant gap. As a reference guide the Equality & Human Rights Commission advocates that where a pay differential related to sex is less than 3% no action is necessary. Where the difference is greater than 3% but less than 5%, the position should be regularly monitored and for pay gaps of more than 5% the reason for the difference should be investigated and action is needed to address the issue and close the gap. We have therefore carried out further investigations in all categories where there is a pay gap of more than 5%.
3. 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. We have produced an equal pay report using the snapshot date of 31 March 2025, we will be using this information in conjunction with the gender pay gap report to seek to identify any areas for further action.
4. In order to establish a basis for measuring any inequalities in pay at the College it is necessary to compare the pay of staff carrying out work that is regarded as equal. The scope of this review is those staff employed in roles that have been assessed by the HERA job evaluation resulting in the appointment to a grade.
5. Although we have identified some areas of potential concern where the gap is more than 5% we don't believe there is significant cause for concern but rather an opportunity to explore potential improvements.

The data – snapshot date 31 March 2025

Gender

Gender: Average salary by grade

Grade	Male Average salary (FTE)	Female Average salary (FTE)	Gender pay gap
Grade 4	£32,458	£29,295	9.7%
Grade 5	£32,577	£32,020	1.7%
Grade 6	£36,912	£34,801	5.7%
Grade 7	£41,860	£41,555	0.7%
Grade 8	£52,973	£52,597	0.7%
Grade 9	£60,729	£60,394	0.6%
Grade 10	£73,844	£68,327	7.5%
Grade 11	£84,845	£86,430	-1.9%

Notes on pay gaps of 5% or more:

The College employs a total of 17 members of staff whose roles necessitate working outside standard working hours including early mornings, late evenings, weekends, and public holidays. These roles receive a 'shift allowance' in

Grades 4 and 6 resulting in a higher average salary for male staff on these grades.

At Grade 10, the increase to a gap of 7.5% from 0.9% in 2024 is the result of a market supplement.

Ethnicity

Ethnicity: All staff

Group	Headcount*	Average salary (FTE)
White	293	£50,193
Other Ethnic Group	47	£43,459
Ethnicity pay gap		13.4%

*Of the College's 528 members of staff covered by this report, data on ethnicity was not available for 159 staff and 29 members of staff preferred not to disclose their ethnicity

Ethnicity: Average salary by grade

Grade	Average salary for grade (FTE)	Other ethnic group Average salary (FTE)	Ethnicity pay gap
Grade 4	£31,228	£31,987	-2.4%
Grade 5	£32,200	£32,823	-1.9%
Grade 6	£35,857	£41,468	-15.6%
Grade 7	£41,690	£40,550	2.7%
Grade 8	£52,829	£52,323	1.0%
Grade 9	£60,513	£63,935	-5.7%
Grade 10	£71,336	n/a	n/a
Grade 11	£85,241	n/a	n/a

Disability

Disability: All staff

Group	Headcount*	Average salary (FTE)
Disabled	48	£46,278
Non-disabled	430	£51,156
Disability pay gap		9.5%

*Of the College's 528 members of staff covered by this report, data on disability was not available for 13 staff and 37 members of staff preferred not to disclose their status

Disability: Average salary by grade

Grade	Average salary for grade (FTE)	Disabled Average salary (FTE)	Disability pay gap
Grade 4	£31,228	n/a	n/a
Grade 5	£32,200	£31,870	1.0%

Grade 6	£35,857	£35,928	-0.2%
Grade 7	£41,690	£42,236	-1.3%
Grade 8	£52,829	£51,219	3.0%
Grade 9	£60,513	£59,511	1.7%
Grade 10	£71,336	n/a	n/a
Grade 11	£85,241	£76,442	10.3%

Age: All staff

Age Group	Headcount	Average salary (FTE)	Pay gap (using average pay for all staff)
20-29	42	£34,732	30.9%
30-39	99	£46,044	8.4%
40-49	110	£50,284	0.0%
50-59	118	£54,883	-9.2%
60-69	95	£54,166	-7.7%
70-79	53	£52,688	-4.8%
80-89	10	£52,867	-5.2%
90 +	1	£52,867	n/a

Notes on pay gaps of 5% or more:

The 42 members of staff aged 20-29 years of age are employed across Grade 4 to Grade 8 with the majority in Grades 5 and 6. Roles at Grades 5 and 6 are likely to be those considered 'early career' roles where some prior experience is desirable but not always necessary.

The 99 members of staff aged 30-39 years of age are employed across Grade 4 to Grade 10 concentrated at Grade 8 (50 members of staff). Within professional services, Grade 8 roles are senior requiring significant prior experience. Teaching professors are also Grade 8 and likewise are not early career roles.

Working Hours

Working Hours: All staff

Group	Headcount	Average salary (FTE)
Full-time	148	£45,771
Part-time	380	£52,027
Part-time pay gap		-13.7%

Working Hours: All staff excluding hourly paid professors

Group	Headcount	Average salary (FTE)
Full-time	148	£45,771
Part-time	63	£47,883
Part-time pay gap		-4.6%

Contractual Status

Contractual Status: All staff

Group	Headcount	Average salary (FTE)
Permanent	503	£50,448

Fixed-term
Fixed term pay gap

25

£46,767
7.3%

Notes on pay gaps of 5% or more:

undertaking maternity leave cover and staff in permanent roles whose employment is fixed-term in line with their visa

Conclusion

- Differences identified are within the typical range of expectations for an organisation that has successfully implemented a fair pay and grading structure free of gender, ethnicity, disability, age or patterns of work bias.
- Where pay differentials were identified at the more detailed level, for work rated as equivalent, reasonable causes were identified such as service-related progression, compensation for shift work or known factors combined with small sample size.
- Care should be taken when interpreting data with small sample sizes

Looking to the future

- The RCM is committed to promoting equity and inclusion within all our working policies and practices. Continually striving to improve the quality of the data we hold about the protected characteristics of staff is essential to inform our wider Equity, Diversity, Inclusion and Belonging strategy.
- We are greatly encouraged by the engagement of staff with this process, in the past 12 months we have seen a 7% decrease in unavailable data on ethnicity and a 1% decrease in unavailable data on disability. We will continue to engage with staff, particularly our hourly paid professors, to improve our overall data on ethnicity, disability and other protected characteristics to reflect our broad commitment to EDIB and to identify issues of intersectionality that may exist in our pay structure.

Jennifer Allison
Head of HR
May 2025