

GENDER PAY GAP 2022



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 and how is this 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 2022 reporting outcomes

At 31 March 2022 the RCM's mean gender pay gap is **4.8%** and the median gender pay gap is **0%**.

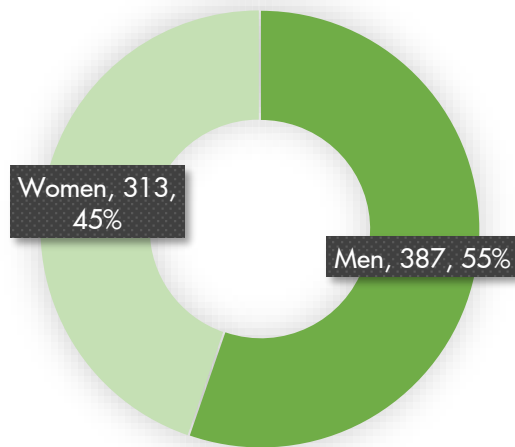
Although this represents a slight increase when compared to the last reporting date of March 2021 this was anticipated as we recognised that the snapshot reporting date of 31 March 2021 came at a time when Covid restrictions were still impacting our activities. It remains the case that we have seen a substantial improvement since we began reporting in 2017.

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022
Mean gender pay gap	8.3%	6.8%	6.6%	6.6%	4.1%	4.8%
Median gender pay gap	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 2022 was:

Headcount



Mean (average)

Women's hourly rate is **4.8%** lower



Median (middle)

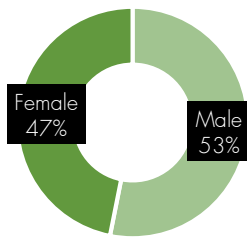
There is **0%** difference



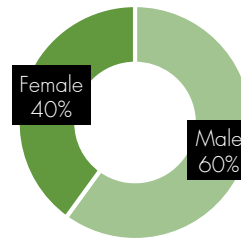
Quartiles

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

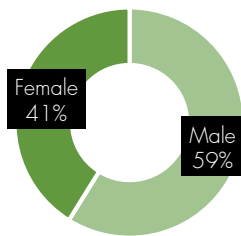
Top Quartile



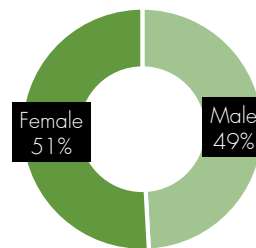
Upper middle quartile



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 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 and 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 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 will continue to monitor this data to identify any negative impact
- 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

- Understanding and taking steps to address the gender pay gap should be seen within the wider context of the Equality, Diversity and Inclusion Policy launched in 2020 and the ongoing work and recommendations of the EDI

Committee. Since gender pay gap reporting began in 2017 we have not sought to find 'quick fixes' but rather to make long term meaningful changes to our policies and practices.

- 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
- We will ensure that when fully implemented, the new reward and recognition arrangements are free from any gender bias and explore the reasons for any potential anomalies

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