

GENDER EQUALITY PLAN

To meet the GEP eligibility criterion of Horizon Europe



Introduction

This document sets out how the College meets the Gender Equality Plan (GEP) eligibility criterion of Horizon Europe. It covers the four mandatory process-related requirements and five recommended content-related (thematic) areas, explaining how each of these each align with the College's policies, values, and specific areas of activity. A central reference point for this Plan is the College's Equity, Diversity, Inclusion and Belonging (EDIB) Policy, which sets out the College's over-arching approach to support gender equality across all areas of the institution.

How we meet the mandatory requirements for GEPs

Public Document

The College's Equity, Diversity, Inclusion and Belonging (EDIB) Policy, last updated in 2025, sets out the College's commitments in relation to gender equality. This is approved by RCM Council and published on the RCM website.

The annual EDIB report is reviewed by the EDIB Committee, Directorate, Senate, and RCM Council. An independent member of RCM Council sits on the College's EDIB Committee and reporting on EDIB is a standing item in termly Council meetings, ensuring there is strong oversight of the College's work in this area.

Dedicated Resources

The College has clear leadership and governance structures to promote EDIB. The RCM Director is Chair of the College's EDIB Committee and Chair of the Conservatoires UK EDIB Forum.

We provide a range of resources to support this work internally, including training at College-wide and departmental levels, a dedicated fund for awareness-raising activities, and professional development funding to support individual staff to engage with training, mentoring and career development.

Our support for research includes funding opportunities open to all academic staff and research support staff, including hourly professors, to engage in research activity or training. The College also offers a research sabbatical scheme to promote research development for staff with significant responsibility for research, at all stages in their careers.

Data Collection and Monitoring

The College is committed to eliminating the gender pay gap. On an annual basis the College conducts a detailed analysis of pay in relation to gender in order to monitor equal pay, the gender pay gap, and to review our progress in these areas.

An annual report, which includes data, analysis and actions, is reviewed by Directorate, Remuneration Committee, and Council, and published on the RCM website.

Training

In addition to the mandatory online EDIB training provided to all staff upon commencing their role at the College, a programme of Learning and Development activities is offered to all staff, overseen by HR. The programme is curated, monitored, and evaluated on an annual basis, and updated in response to staff feedback and suggestions. Current training opportunities relevant to this Gender Equality Plan include Unconscious Bias Training, Inclusive Cultures, Active Bystander Training, and Menopause Awareness. These sessions collectively support the reduction of unconscious gender bias in the workplace.

How we meet the recommended requirements for GEPs

Work-life balance and organisational culture

Every employee at the College has the statutory right to ask to work flexibly, and this right applies from the first day of employment. RCM employees may make two statutory requests for flexible working in any 12-month period. Our Flexible Working policy sets out the process the College follows when responding to requests for flexible working.

We recently 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.

Gender balance in leadership and decision making

The College currently has a high proportion of women in leadership positions, although we continue to monitor this on an annual basis.

Gender equality in recruitment and career progression

Our Recruitment and Selection Policy and Procedure sets out our commitment to equal opportunities and ensuring that no applicant will be disadvantaged during a selection process due to a protected characteristic. Chairs of interview panels are required to have completed training in fair recruitment and selection, and wherever possible recruitment panels reflect a gender, age and ethnicity balance, with the make up of panels monitored to assess how regularly this is achieved.

The College is committed to support staff in the performance of their roles, enabling them to fulfil their potential during their relationship with the College. As an educational provider we have a unique responsibility to support and encourage the continuous learning and development of all our staff. Our approach to supporting staff is set out in our Staff Training and Professional Development Policy. A commitment to supporting gender equality and career progression is also embedded in our research support and training, including our approach to the Research Excellence Framework (REF).

Integration of the gender dimension into research and teaching content

As recognised in the College's Equality, Diversity and Inclusion Policy, the College is committed to ensuring an inclusive approach to the delivery of learning, teaching, assessment and performance opportunities. We believe that diversity enhances our College culture academically, intellectually, socially and artistically. To that end, our curricula at all levels seek to reflect music in a wider societal context, underlining the vital role all students and staff can play in improving

representation in classical music. Core and elective modules at undergraduate and postgraduate levels engage with equality and social justice issues past and present. This commitment to inclusivity and representation extends to our Library resources and curation of RCM Museum exhibitions.

Our Artistic Strategy commits to representative balance for leaders of performance projects and active inclusion of music by under-represented composers in all projects. We actively monitor gender representation in artistic projects and faculty provision, with a specific focus on faculties and roles where there has traditionally been poor gender representation.

The gender dimension is prominent in a number of staff and student research projects, which include groundbreaking work on women composers, health issues affecting women musicians, and feminist approaches to musical repertoire and practices.

Measures against gender-based violence, including sexual harassment

We commit in our EDIB Policy (2025) to ‘providing clear and accessible methods for inappropriate or disrespectful behaviour to be reported safely and anonymously, in the knowledge that reports will be taken seriously and acted upon’

The College is committed to protecting the wellbeing and safety of our students, staff and visitors. We have zero tolerance for incidents of sexual misconduct, harassment, sexual or domestic violence, discrimination, or hate incidents. The College website provides a comprehensive set of resources setting out our approach to tackling sexual misconduct and harassment: <https://www.rcm.ac.uk/about/strategies-values/action/> This includes our Staff Behaviour at Work Policy and Whistleblowing Policy and Procedure.

The College has a ‘Report and Support’ platform enables anyone (staff, students or visitors) to report concerns e.g. relating to sexual violence, hate incidents or hate crime, discrimination, harassment or misconduct, and receive support. Hate related misconduct, discrimination, sexual misconduct, or harassment are included in our Staff Behaviour at Work policy, which outlines how any such instances will be investigated and addressed.

Policy reviewed by

EDIB Committee
November 2025

RKE Committee
November 2025

Approved by

Directorate
November 2025