

Gender Pay Gap Report 2018

Introduction

The College is required by law to carry out Gender Pay Reporting under the specific duties of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). The aim of the legislation is to make institutions accountable for closing the gender pay gap. The legislation requires employers with 250 or more employees to publish statutory calculations on an annual basis showing how large the pay gap is between their male and female employees at a 'snapshot date' and thereafter annually each year. The first 'snapshot' date was 31st March 2017 and after analysis the data were published on 30 March 2018. This is the second gender pay gap report published in accordance with the legislative requirement. This report refers to a snapshot date of 31st March 2018 with the deadline for publication on both the gov.uk website and the College website is 31st March 2019.

Understanding the Gender Pay Gap

Gender pay gap differs from equal pay. Equal pay deals with potential pay differentials between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows differences in the average hourly pay between men and women. A gender pay gap does not necessarily mean that there is unlawful inequality in pay.

The College is committed to the principle of equal pay for equal work for all of its staff. We are committed to pay equality and have an equal pay policy. The College undertook Equal Pay Audits in 2010 and in 2015, which covered the equality characteristics of gender, disability and ethnicity. The equal pay audit conducted during 2016 as part of our Athena SWAN submission (a national charter mark awarded by Advance HE, for the promotion of gender equality across higher education institutions) confirmed that there was no equal pay gap at any staff grade within the RVC.

Data compiled

The overall staff profile at the RVC as at 31 March 2018 was 68.8% female and 32.8% male.

For the purpose of this report, and to meet the legislative requirements, the following six calculations were used, based on a snapshot of staff data as at 31 March 2018:

- Mean Gender Pay Gap Hourly Rate
- Median Gender Pay Gap Hourly Rate
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of staff receiving a bonus
- Proportion of staff by Quartile Pay Band

Additional data relating to staff profile by grade and gender were also analysed.

Gender Pay Gap

We have previously identified that vertical segregation (more women at junior grades than men and more men at senior grades than women) and the greater number of junior grade positions, in general, are the largest contributing factors to our gender pay gap, and this remains the case.

The hourly mean gender pay gap in 2018 is 26.6%. This has reduced by 3.4% from 30% in 2017. The hourly median gender pay gap has also decreased slightly from 31.8% in 2017 to 29% in 2018. This does not equate to men and women being paid differently for equal work, but indicates a continuous pattern of a higher proportion of women in junior grades and a lower representation of women at senior levels when compared to male staff. This is confirmed by the supplementary analysis in Figure 2.

Figure 1

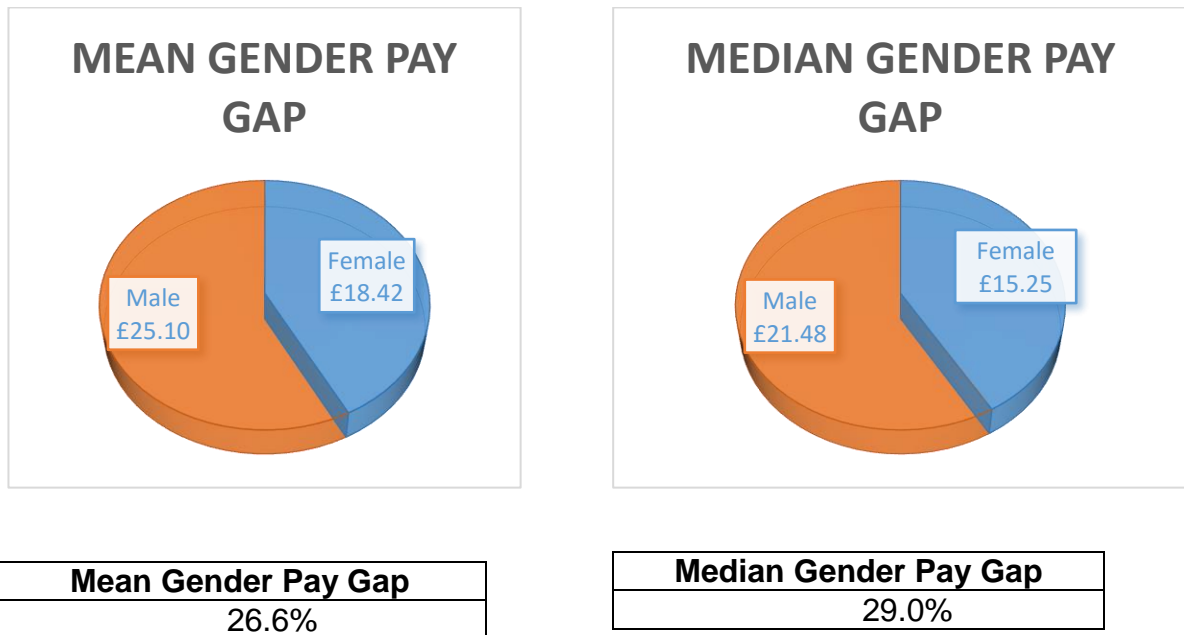
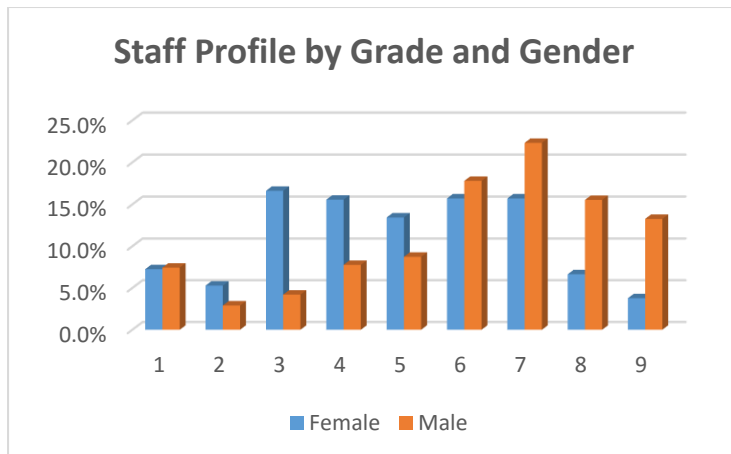


Figure 2

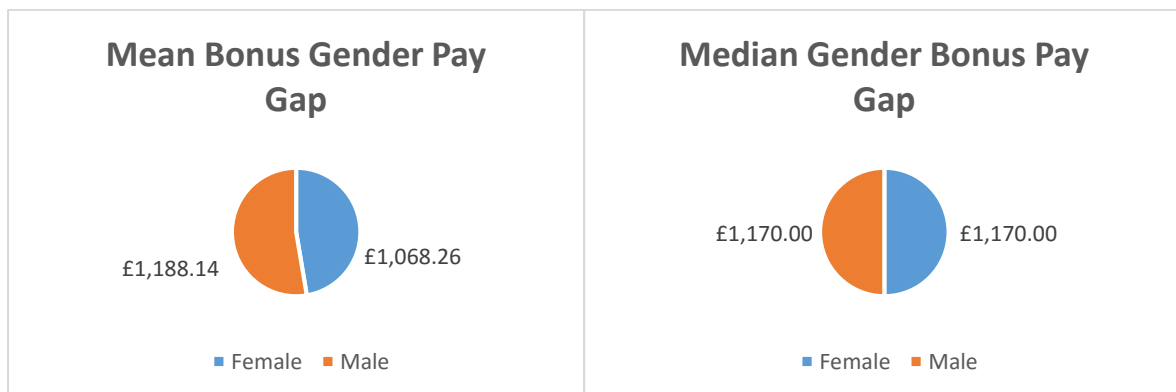


Bonus Gender Pay Gap

There is a formal group at the College, known as the Special Reward Panel (SRP), which oversees locally determined rewards and recognition schemes designed to supplement its base pay scale (adjustments to which are negotiated nationally) who award staff with one off payments and incentive payments to recognise experience and work undertaken which is over and above normal working duties. Research Incentive payments were also included in the bonus calculations. As at the 'snapshot' date of 31 March 2018, 47 women and 39 men received bonuses in the last 12 months.

Figure 3 shows that the College mean bonus gender pay gap was 10.1% and there was no median bonus gender pay gap. There has been a significant reduction in the mean and median gender pay gap since the 2017 report which was (mean bonus gender pay gap at 35.9% and median bonus gender pay gap at 38.6%). This is due to the fact that during 2016/17 a one off bonus (225 bonus) of 2.25% of base salary was paid to all staff to mark the College's 225th anniversary. As the RVC has a higher proportion of men in senior positions they received a higher 225 bonus.

Figure 3

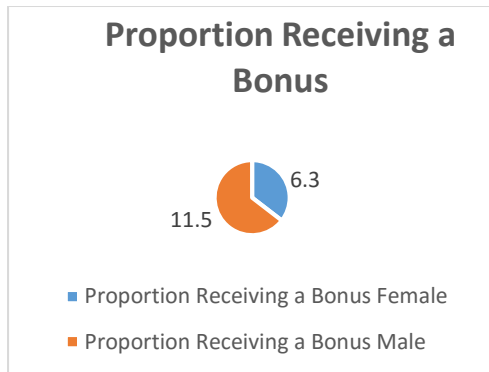


Mean Bonus Gender Pay Gap	Median Bonus Pay Gap
10.1%	0.0%

Proportion of Staff Receiving a Bonus

Similarly to 2017, a higher proportion of men received bonus payments this year, compared to women.

Figure 4

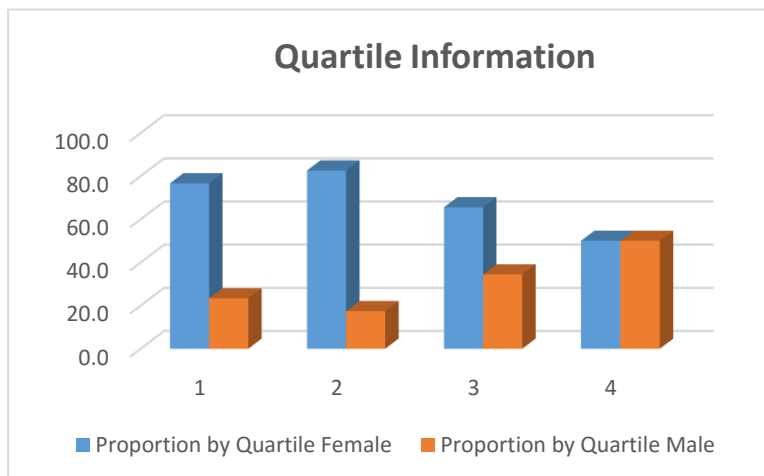


Female	Male
6.3%	11.5%

Quartile Analysis

Figure 5 and Table 1 show the proportion of women and men in each pay quartile. This data highlight and confirms the fact that a higher concentration of male staff are employed in the upper quartile (Q4) at 50% compared to a higher concentration of female staff employed in the lower middle quartile (Q2) at 82.6%. The quartile analysis are in line with the data trends of the 2017 report. There are a number of factors that contribute to the proportion of women in the lower pay bands across the College such as, administrative and veterinary nursing positions which are traditionally female orientated roles.

Figure 5



Pay Quartile Information

Table 1

Pay Quartile		Proportion by Quartile (Female)%	Proportion by Quartile (Male)%
Q1	Lower	76.7	23.3
Q2	Lower middle	82.6	17.4
Q3	Upper middle	65.6	34.4
Q4	Upper	50.0	50.0

Analysis of the gender pay gap data

There are a number of factors that continue to have an impact on the gender pay gap at the RVC.

Vertical and horizontal segregation (the differential distribution of women and men in the workforce) continues to have an impact on the gender pay gap across the RVC.

- **Vertical segregation**, occurs where women are clustered at more junior levels, as reflected in Figure 2 with a higher proportion of women across grades 2-5 compared to a higher proportion of men in more senior grades, 7 and above. This is also evidenced by the fact the College has more women in the lower pay quartiles. This is in line with the trends seen in the 2017 report.
- **Horizontal segregation**, is the tendency for women and men to be concentrated in different occupations. For example, there are more men in senior clinical academic roles and there are more women in administrative and nursing roles.

Other factors that contribute to the gender pay gap include:

- As highlighted in the 2017 report, a higher proportion of females take career breaks. This may impact their career progression as they reach senior positions at a slower rate compared to their male counterparts;
- More women work part-time at the RVC compared to men (7.1% men vs 24.4% female). It is identified that part-time workers are concentrated in the lower grades.
- The College's basic pay structure follows the National Framework Agreement for Higher Education, adjustments to which are negotiated nationally. This has smaller percentage spinal point increments at lower grades compared to senior grades. A consequence of this is that the salary of employees in lower grades (where there is a higher proportion of women), increases more slowly as they progress within the grade;

Narrowing the Gender Pay Gap Plan of Action

The College continues to work towards narrowing the gender pay gap, while recognising broader societal issues have a disproportionate impact on female staff, such as more men in senior clinical academic roles and more women in junior administrative roles.

The College is working rigorously towards meeting the actions set out in the Athena SWAN Charter Mark Bronze Award Action Plan (2017-2021). This reflects its commitment to progressing gender equality throughout the institution.

A number of processes and actions are either work in progress or planned:

- The College Equality and Diversity Committee (EDC) which reports to the College Executive Committee (CEC), oversees the delivery of the Athena SWAN Action Plan and the Equality Objectives and Action Plan alongside recommendations set out in our Gender Pay Gap Reports. The action plans set out initiatives and actions aimed at developing and retaining a diverse workforce. In addition, the action plans include a series of approaches to recruit, support and develop female staff into senior grades within the College. The Principal communicates an annual progress update on the Athena SWAN Action Plan to all the staff and student community;
- Each department of the College continues to work towards meeting the actions set out in their local equality and diversity action plans. Progress is reported each term to the Equality and Diversity Committee;
- The new criterion-based Senior Academic Promotion process is currently being implemented at Grade 9. There are four career bands against which a new equal & inclusive pay structure is being approved. Once banded, senior academics will be aligned to the new structure and a review will take place to ensure any pay/gender anomalies are addressed;
- The Academic Probation and Promotion (APP) Individual Career Profiles (ICPs) have been simplified to provide employees with generic career profiles, providing set competencies for the job role. The probation career profiles include flexibility for part-time staff to meet the standards and objectives within the probation period;
- Equality analysis has been undertaken on the APP process and the flexibility for part-time staff to meet the standards and objectives within the probation period has been provided and confirmed. An equality review for each panel is documented on the minutes of each panel meeting (recording the gender and FTE split of the staff being assessed);
- We have identified a number of leadership approaches and positive action initiatives to advance the career development of our female workforce. The College supported eight women to take part in the Aurora Women's Leadership Programme run by Advance HE (former Leadership Foundation);

- We are offering one to-one mentoring and coaching sessions for female staff to support their leadership development;
- Our Management Development Programmes now includes a module on 'Managing Development', which further supports the development of under-represented staff groups. The College is currently working on succession planning strategies, a project is underway to look at this. A leadership questionnaire was sent to all grade 8 and 9 staff. This included a question related to perception of flexible working as a barrier towards career development;
- We continue to investigate any potential barriers to female progression in recruitment. The College has introduced recruitment refresher courses for all staff involved in the recruitment and appointment process. These courses have a greater emphasis on understanding and recognising unconscious bias including gender bias. From April 2019, all staff who have not attended the recruitment training will not be able to participate on recruitment panels or appointment boards;
- Our online equality and diversity training package has been reviewed and now has a greater focus on unconscious bias including gender bias;
- We continue to make progress on the Workload Allocation Model project which aims to allocate academic work in a fair and transparent manner;

Flexible working progress made and planned actions;

- We continue to raise awareness of flexible working opportunities for all staff, including opportunities at senior levels, via departmental equality and diversity action plans;
- A Flexible Working Group has been established and a structure has been put in place to effectively manage flexible working for clinical staff in Grades 1-6;
- An independent project led by the CEC commenced in January 2019 to explore and assess the practicalities of flexible working within senior grades across the College;
- In line with our ongoing commitment for equal pay, we will carry out an Equal Pay Audit during 2019 to ensure that we continue to demonstrate 'equal pay for equal value' in our pay structure;
- The College has harmonised annual leave for all its staff, this will be phased in over a two year period. This decision will have a positive impact on our female workforce who are predominately represented in the lower grades;

- During 2019, we will be launching a women's network for staff.

Next Steps

The Royal Veterinary College is working towards an environment in which equality and diversity is embedded in all of its activities. The reporting of the Gender Pay Gap is a crucial contribution towards addressing the under-representation of women within senior positions across the College. It is encouraging to see that the gender pay gap mean and median averages are lower compared to our 2017 report. However, building on our encouraging work, the gender pay gap analysis highlights different issues from equal pay, and the steps outlined in this report, together with our broader Athena SWAN Action Plan, will help us to further advance gender equality.

The College is aware that narrowing the gender pay gap must be a long term strategy involving commitment to the actions outlined in the report. We will continue to work and put in place processes and positive action initiatives to support female staff to reach their full potential in order to progress their career with the aim of diversifying the gender profile at senior levels across the institution.