



Gender Pay Gap Report 2021

Introduction

All employers with 250 or more employees are required by law to carry out Gender Pay Reporting under the specific duties of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations underpin the Public Sector Equality Duty.

Gender Pay Reporting involves six calculations of the difference between the average earnings of men and women which must be published annually at a 'snapshot date' for each year on 31 March and, after analysis, the data are published the following year by the deadline of 30 March.

The snapshot date looks at 'full-pay relevant employees' and excludes employees on reduced pay leave, such as maternity or half pay/no pay sickness absence.

This gender pay gap report is published by the Royal Veterinary College (RVC) in accordance with the above statutory requirement. The report refers to a 'snapshot' date of 31 March 2021 with the deadline for publication on both the gov.uk. and RVC websites by 30 March 2022.

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.

The RVC is committed to the principle of equal pay for work of equal value. We are committed to pay equality and have an equal pay policy. The RVC undertook Equal Pay Audits in 2010 and in 2015, which covered the equality characteristics of gender, disability and ethnicity. The findings of the equal pay audit conducted during 2015 formed part of our Athena SWAN¹ submission in 2017 and confirmed there was no pay inequality at any staff grade within the RVC.

Data compiled

The overall staff profile at the RVC as at 31st March 2021 was 70.5% women and 29.5% men; this has remained broadly unchanged over the past five years.

For the purpose of this report, and to meet the statutory requirements, the following six calculations were used, based on a snapshot of staff data as at 31 March 2021:

- 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

¹ Athena SWAN is a national charter mark awarded by Advance HE, which recognises the promotion and advancement of gender equality in Higher Education Institutions.

- 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 is the largest contributing factor to our gender pay gap, and this continues to remain the case. The RVC employs more women than men in the lower grades and proportionately more men than women in the senior grades.

The hourly mean gender pay gap in 2021 is 27.6%, slightly below the 2020 figure of 28.2%. The hourly median gender pay gap has increased from 32.9% in 2020 to 35.4% in 2021 (Figure 1). This is associated with an increase in women within grade 4. This is also highlighted by the increase in women within the lower quartile (Table 3) when compared to the 2020 report. This does not equate to men and women being paid differently for work of equal value but indicates a continuous pattern of a higher proportion of women in lower grades and a lower proportion of female representation at senior levels when compared to men. This is confirmed by the supplementary analysis in Figure 2 and Table 1.

Figure 1 Mean Hourly and Median Hourly Gender Pay Gap

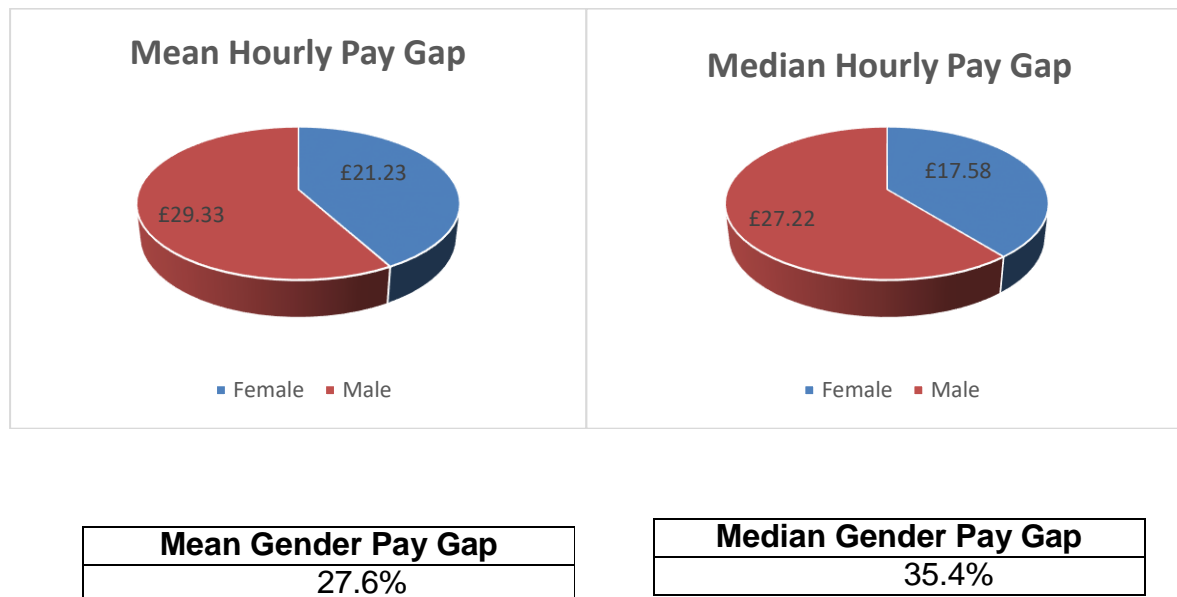


Figure 2 Proportion of Men and Women across All Staff Grades

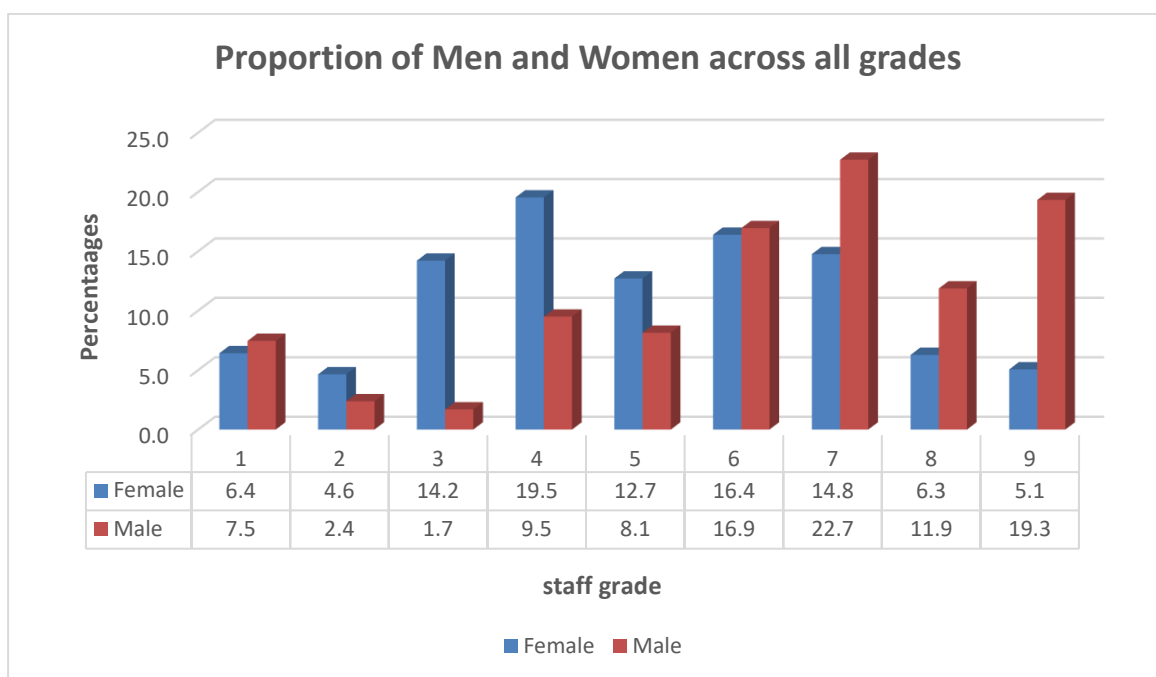


Table 1 Number of Men and Women within Each Staff Grade

Grade	1	2	3	4	5	6	7	8	9
Female	47	34	104	143	93	120	108	46	37
Male	22	7	5	28	24	50	67	35	57

Bonus Gender Pay Gap

The RVC adheres to the JNCHES national framework for the annual negotiation of adjustments to its base pay scale. The base pay scale is applicable to all staff employed at grades 1-8.

The Special Reward Panel (SRP) is accountable to the College Executive Committee (CEC) for the management and application of locally determined recognition schemes designed to supplement RVC's base pay scale. One of these schemes is intended to recognise exceptional (temporary) contribution over and above that which would normally be expected for a particular role. Another is used for retention purposes and recognises specific skills and/or experience.

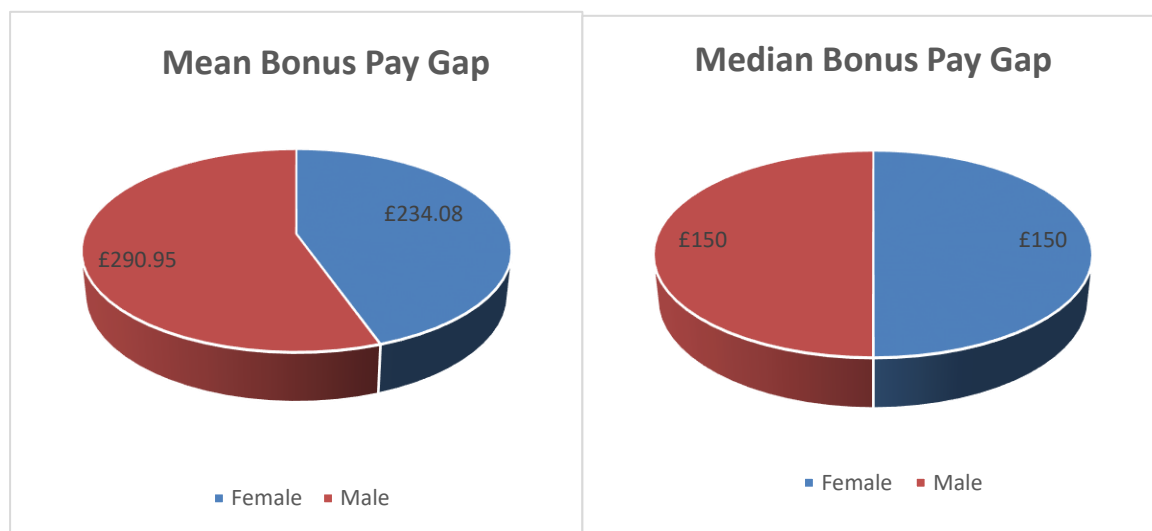
The Senior Staff Remuneration Committee (SSRC), is accountable to Council (the RVC's governing body) for the remuneration of grade 9 employees, including any bonus payments.

As at the 'snapshot' date of 31 March 2021, 68 women and 18 men received payments under one or other of the above arrangements in the last 12 months. In addition, during 2020/21 all staff received a £150 gift card in recognition of their contribution during the Covid-19 pandemic.

Figure 3 shows that the RVC mean bonus gender pay gap decreased from 35.3% in

2020 to 19.5% in 2021. The median bonus gender pay gap was zero in 2021 and has been zero for the last four years.

Figure 3 Mean and Median Bonus Pay Gap



Mean Bonus Gender Pay Gap	Median Bonus Pay Gap
19.5%	0.0%

Proportion of Staff Receiving a Bonus

A slightly higher proportion of women received bonus payments compared to men in 2021 via the formal reward and recognition schemes described above. The proportion of men and women receiving a bonus is shown in Table 2.

Table 2

Female	Male
97.4%	96.7%

Quartile Analysis

Figure 4 and Table 3 show the proportion of women and men in each pay quartile. The quartile pay bands are calculated by dividing the workforce into four equal bands ranging from the lowest to the highest hourly rate. This data highlights and confirms a higher concentration of female staff are employed in the lower quartile (Q1) at 86% compared with men at 14%. In the main, the 2021 quartile analysis is in line with the data trends reported in 2020.

There are a number of factors that contribute to the proportion of women in the lower pay bands across the RVC; these include administrative, cleaning and veterinary nursing positions which are traditionally female orientated roles, and the fact that RVC does not outsource its cleaning services, where a number of other institutions do.

Figure 4 Pay Quartile Information

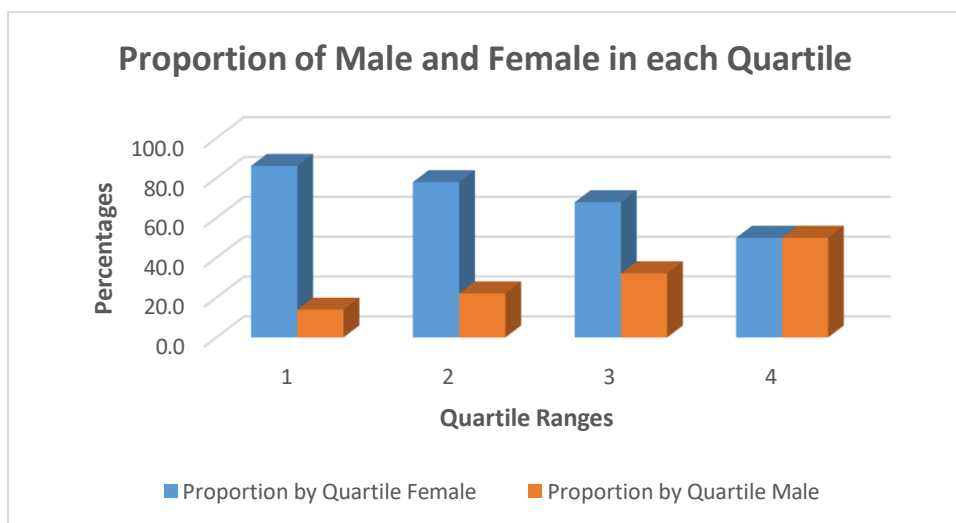


Table 3

Pay Quartile		Proportion by Quartile (Female)%	Proportion by Quartile (Male)%
Q1	Lower	86	14
Q2	Lower middle	77.9	22.1
Q3	Upper middle	67.8	32.2
Q4	Upper	50	50

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 in lower pay grades. Figure 2 demonstrates that a higher proportion of all women are employed in grades 2-5 compared to a higher proportion of all men employed in more senior grades, 7 and above. This is also evidenced by the fact the RVC has more women in the lower pay quartiles. These trends are seen in the previous report.
- **Horizontal segregation** is the tendency for women and men to be concentrated in different occupations. For example, there are more men in senior academic and managerial roles and there are more women in nursing and junior administrative roles.

Other factors that may contribute to the gender pay gap include:

- As highlighted in the 2020 report, a higher proportion of females take career breaks as evidenced by research in this article: <https://workplaceinsight.net/part-time-work-career-breaks-fundamental-driver-gender-pay-gap/>. 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 (12.5% men vs 32.7% female). Part-time workers are concentrated in the lower grades which is in line with national trends.

Narrowing the Gender Pay Gap Plan of Action

The RVC continues to work towards narrowing the gender pay gap, while recognising that broader societal issues can have a disproportionate impact on women.

The RVC is aware that narrowing the gender pay gap is a long-term strategic aim which involves progressing the actions outlined in this report. We will continue to put in place initiatives to support female staff to reach their full potential and progress their careers in line with the strategic and operational needs of the organisation.

The RVC continues to make progress in promoting and advancing gender equality by working through the actions set out in the Athena SWAN action plan. An Athena SWAN Self-Assessment Team (SAT) was established during 2021 to oversee the development of our application to retain the Athena SWAN Bronze Award (July 2022).

The RVC's Equality and Diversity Committee (EDC) is a formal committee of the RVC, reporting to CEC, which oversees the delivery of equality related action plans.

The EDC 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.

A number of additional processes and actions are either work in progress or planned. These include:

- Each department of the RVC continues to work towards meeting the actions set out in their local equality and diversity action plans. Progress is reported each term to the EDC;

- As previously noted, the RVC's base pay structure follows the (JNCHES National Framework Agreement for Higher Education), adjustments to which are negotiated nationally. This structure now has a higher percentage spinal point increment at lower grades where there is a higher proportion of women;
- The RVC continues to build on the February 2020 implementation of the modernised academic career structure, the Senior Academic Promotion Process (SAPP). This process uses objective and measured criteria to ensure fair and transparent progression through four career bands. Due to COVID, during the reporting period April 2020 to March 2021, the SAPP did not take place;
- Academic Probation and Promotion Process (APPP) uses Individual Career Profiles (ICPs) which enable academic employees to develop their roles in accordance with their professional experience and organisational need. Flexibility is built into the process to take account of the particular needs of part-time staff. During the period April 2020 - March 2021, ten women and no men were promoted from Teaching Fellow/Lecturer to Senior Lecturer;
- We continue to conduct equality impact assessments on the SAPP and APPP processes. An equality review for each panel is documented in the minutes of each panel meeting, recording the gender and FTE split of the staff being assessed;
- The RVC continues to enable women employees to take part in Advance HE's Aurora Women's Leadership Programme. A further seven women have been sponsored to attend the Aurora programme during the current academic year. We continue to hold Aurora feedback and review sessions to ensure that the programme is fit for purpose and supports women aspiring to leadership roles.
 - We continue to engage with the Aurora Alumni and an Aurora and Friends network has been established. The remit of this network is to:
 - share learning regarding women's leadership skills and career development';
 - advance the RVC's aspiration to increase representation of women at senior grades.
- Initial investigations are being carried out during 2022 to further analyse gender pay gap by reference to grade and job category. The aim of this exercise will be to identify a set of recommendations to narrow the gender pay gap;
- We are offering mentoring and coaching programmes to all staff to support their leadership development, we are encouraging women and Aurora alumni to attend these programmes;
- We are implementing a Workload Allocation Model System which is intended to support the fair and transparent allocation of academic work;
- Via departmental equality and diversity action plans, we continue to raise awareness of flexible working opportunities for all staff including those at

senior levels. Regular training/awareness sessions are provided to highlight the benefits of flexible working.

Next Steps

The RVC 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 an important contribution in support of this goal. It is encouraging to see that the mean gender pay gap in 2021 (27.6%) is lower than that reported in our first gender pay gap report, published in 2017 (30%). We understand that more work needs to be done to reduce the gender pay gap. The recommendations outlined in this report, together with our broader Athena SWAN Action Plan, will help us further advance gender equality.

Recommendations

1. Conduct an equal pay audit during 2022/23
2. Under the leadership of RVC's new Vice-Principal for Equality, Diversity and Inclusion, establish a working group to consider the outcomes of the Equal Pay Audit and support further analysis of the gender pay gap by grade and job category
3. Celebrate RVC's success in increasing the number of women in senior roles and take additional measures to further increase this number. This will include supporting the progression of women across all grades.

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