



Royal College of Art

Postgraduate Art & Design

Gender and Ethnicity Pay Gap 2020

1. Introduction

Annual Gender Pay Gap reporting was made a requirement for all organisations with 250 or more staff from April 2018, via the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This paper presents the “snapshot” at 31 March 2020 which ordinarily we would have reported in April 2021. However, due to the coronavirus pandemic the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) confirmed that the deadline for publishing 2020 would be 5 October 2021. After sharing RCA’s gender pay gap data by correspondence with the Remuneration Committee in May 2021, RCA has now published its Gender pay gap data.

Whilst organisations with 250 or more staff are not required to publish ethnicity pay gap data, this paper also includes data on RCA’s ethnicity pay gap, which was also reported to the Remuneration Committee by correspondence in May 2021.

2. The specific legal requirements

In our submission to the Government’s gender pay gap reporting service, we are required to report three sets of metrics:

- Differences in the median and mean **hourly rates of pay** for male and female workers
- The percentage of male and female workers who have received **bonus pay** in the relevant year; differences in the median and mean **bonus pay** received by male and female workers
- The percentage of male and female workers in each **quartile** of the RCA’s pay hierarchy

The first of these metrics is the one most commonly referred to as the gender pay gap and the one on which the attention of commentators, employees, prospective employees and the public at large is most often focused.

3. A note about the inclusion of Visiting Lecturers and Casual Workers

The RCA’s workforce comprises both core, salaried staff and Visiting Lecturers and casual workers who are paid on a daily rate basis. The numbers of such Visiting Lecturers and casual workers and the length of their engagement varies considerably from academic

year to academic year, from School to School and professional services department to professional services department, depending on the specific needs of our programmes.

In some sectors outside Higher Education, casual staff make up a small proportion of total headcount and tend to be used to provide temporary “emergency” cover, for example to fill gaps caused by sickness absence or to respond to unexpected surges in demand. In such cases, organisations may not include such workers in their gender pay gap results. Our Visiting Lecturers tend to be engaged to enrich the student experience, bringing valuable insights from industry and commerce alongside considerable expertise as teachers and/or renowned practitioners.

When we first reported our Gender Pay Gap in 2018 (data drawn at April 2017), there was considerable debate about whether Visiting Lecturers and Casual Workers should be included in the analyses. The College took advice which suggested that the report should focus on core staff only. The thinking has since evolved and in 2019 we included Visiting Lecturers and Casual Workers in our figures. RCA’s 2020 report also includes Visiting Lecturers and Casual workers.

It should be noted that including Visiting Lecturers and Casual Workers adds an element of volatility to our gender pay gap analyses; not least because the large cohort of Visiting Lecturers, who have been paid in the 2019/20 Academic Year at a rate of between £190 to £300 per day, straddles the boundary between the lower middle and upper middle quartiles of the RCA’s pay hierarchy. As we have noted above, the numbers of Visiting Lecturers engaged at any given time can vary widely depending on, among many other factors, the needs of the School or Research Centre or the exact point in the academic cycle of a given course. Although such Visiting Lecturers appear in the headcount in large numbers, this masks the fact that their full-time equivalence is often extremely fractional.

4. Gender Pay Gap; median and mean

a) UCEA Senior Salary Survey 2020

Pay gaps are calculated in line with the Office for National Statistics (ONS) methodology, with the exception that FTE salary, and not hourly salary, is used: average gender pay gap = (average male salary – average female salary) / average male salary.

Across all responsibility levels, the **median total gender pay gap is 6.7%**. This figure is the same as that which was reported in the previous report.

b) Office for National Statistics Reporting 2020

As of 11 August 2021 universities which had reported their 2020 data to ONS have recorded a **14.7% median pay gap** between male and female employees over the reporting year, compared to a national average of 24.6% in the education sector as a whole as reported by the Office of National Statistics (ONS) in 2020. There is, on average, a mean bonus gap of around 27% between male and female employees, based on the universities which have reported by this date.

c) RCA Gender Pay Gap

The RCA median gender pay gap at 31 March 2019 is 5.2%, and the mean is 10.0%. Both gaps reported are significantly below national and sector statistics, as shown above. The Office of National Statistics' preferred measure for reporting the gender pay gap is the median. This is because the median is not skewed by outlying higher or lower earnings and is, therefore, more representative of average earnings.

The RCA's gender pay gap for 2020 in comparison with the previous 2 years is as per the table below

Table 1: RCA's median and mean gender pay gap, 2018, 2019 and 2020

	At March 2018	At March 2019	At March 2020
Difference in mean hourly rate of pay	11.1%	8.6%	10.0%
Difference in median hourly rate of pay	10.9%	4.6%	5.2%

The percentage of male/ to female staff, broken down into quartiles of the workforce is as per the table below

Table 2: Workforce by pay quartile

	Male	Female
Upper quartile	52.1%	47.9%
Upper middle quartile	49.1%	50.9%
Lower middle quartile	40.6%	59.4%
Lower quartile	31.3%	68.7%

Changes to average on the 'snapshot' data – Key Points

- After a reduction of 2.5% in 2019 the mean increased by 1.4% in 2020
- After a reduction of 6.4% in 2019, the median increased by 0.6% in 2020

- Between 2019 and 2020 the mean hourly rate for women increased by 3.3% (from £25.27 to £26.12) During the same period the mean hourly rate for men increased by 4.8% (from £27.65 to £29.03)
- Between 2019 and 2020 the median hourly rate for women increased by 3.3% (from £25.90 to £26.48). During the same period the median hourly rate for men increased by 6.8% (from £27.14 to £28.98)
- As with most organisations, the gap is a consequence of the composition of our workforce, with males found holding more of the top positions in the organisation and women found holding most of the positions in the lowest paid quartile of the workforce

d) Headcount analysis of the “snapshot” data

Our gender pay gap results are influenced to a considerable extent by year-on-year variations in our headcount. The table below shows how the gender make up of our workforce has changed across core and visiting lecturer/casual workers in the March 2020 payroll compared to the March 2019 payroll.

Table 3: change in numbers of people paid in March and captured in the snapshot data from 2019 to 2020

	Snapshot date March	Snapshot number of hourly or daily paid staff	Increase in numbers paid in March year on year		Number of core staff on payroll in March	Increase in numbers paid in March year on year	Total	Total increase of people paid in March
Female	2020	233	9%		297	12%	530	9%
	2019	213			265		478	
Male	2020	184	18%		228	4%	412	9%
	2019	157			220		377	

Changes in headcount on the ‘snapshot’ data

- The number of hourly paid men was 18% higher in 2020 than 2019; compared with 9% higher for women.
- The number of female core staff was 12% higher in 2020 than 2019; compared with 4% higher for men.
- The overall percentage increase to headcount for men was similar to women at 11% and 9% respectively.
- This increased weighting for men on hourly paid contracts has a significant impact on the calculations.

- Hourly paid for these purposes includes VLs on daily rates and hourly paid staff.

5. Bonus Pay

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) defines bonus pay broadly as remuneration that relates to profit-sharing, productivity, performance, incentive or commission. For the College, this includes the annual Award Scheme, and any other bonus payments paid to staff.

The Regulations require employers to report:

- The percentage of men and women who received a bonus payment
- The percentage difference in the mean bonus payment awarded to men and to women
- The percentage difference in the median bonus payment awarded to men and to women

These figures are set out in Table 4 below. The narrative which follows sets out further detail to help understand how these figures have arisen.

Table 4. Bonus Pay

	Male	Female
Percentage of employees who received bonus pay	3.4%	4.34%
Difference in mean bonus pay		68%
Difference in median bonus pay		0

Table 4: Percentage of males and females in the RCA who have received bonus pay in 2019/20 and percentage differences in mean and median bonus payments

Bonus payments do not constitute a significant proportion of the RCA's payroll costs and during the reporting period for this data (i.e. 1 April 2019 to 31 March 2020) bonuses were awarded to 37 individuals at RCA: 23 females and 14 males. RCA ran an Award Scheme which allowed for the award of a bonus of £1,000 payable to either a nominated team – where the award is shared equally between all members of the team – or directly to an individual – where an individual receives an award of £1,000 personally. 32 individuals received a payment of £1,000 or less under the Award scheme. 5 higher discretionary bonus payments were awarded during the period, to 1 female member of staff and 4 male members of staff. These awards were significantly higher than the maximum £1,000 available under the RCA Award Scheme.

6. Further analysis of gender pay gap 2020 snapshot data to include ethnicity

RCA has undertaken further analysis on the 2020 gender pay gap data, opting for the following range of ethnicity classifications.

- Arab
- Asian or Asian British – Bangladeshi
- Asian or Asian British – Indian
- Asian or Asian British – Pakistani
- Black or Black British – African
- Black or Black British – Caribbean
- Chinese
- Gypsy or Irish Traveller
- “Information Refused”
- Mixed – White and Asian
- Mixed – White and Black African
- Mixed – White and Black Caribbean
- Other Asian background
- Other Black background
- Other Ethnic background
- Other Mixed background
- White – British
- White – Irish
- Unknown

These classifications follow the advice of the UK Government, as recommended for use in Government departments when compiling any statistics which analyse data against ethnicity. Additionally, we supplement the ethnicity categories with “Information Refused”, which is recorded if the employee positively states that they don’t want to provide this information. Where the employee does not provide ethnicity information but has not positively declined to do so, their ethnicity is reported as “Unknown”.

We are aware that our dataset is small in comparison with the ONS/UK Government advised classifications, and therefore if we were to report at the level of detail above (and particularly, if we report by gender as well as ethnicity), there is a risk that readers would be able to identify individuals from the data. Therefore, we propose reporting at the “five-category” level of detail adopted by the ONS, as the most practical and sensitive way ahead. The five-category breakdown is in the table below.

Table 5: The ‘five category’ ethnicity breakdown

White (White British, White Other)	59%
Black African, Caribbean or Black British	2.4%
Mixed or multiple ethnic groups	6.2%

Asian (Chinese, Indian, Bangladeshi, Pakistani, Other Asian)	6.6%
Other ethnic group (Arab, other ethnic group)	3.4%

We do not hold ethnicity data for 22%, and 18.6% self-report in the four categories capturing 10 consolidated classifications.

Further analysis of gender pay gap 2020 snapshot data

The table shows the mean average pay rate for men and women in the broad categories. Data for the group of staff that prefer not to say and unknown is also included.

Table 6: mean hourly rates by ethnicity and gender



7. Action Plans

The RCA has developed a comprehensive and wide-ranging annual equality report which covers both the workforce and students. We carry out action planning towards closing the gender pay in the context of that wider equality agenda. See https://www.rca.ac.uk/documents/1028/EqualityReport_201819.pdf

The College has set 5 equality and diversity objectives for 2018-2021. The first of these is to improve gender balance in the workforce.

Key area of progress

- Funding continued for the Aurora Women's Leadership Development Programme. Since March 2019 the College has funded 14 women with an additional 4 to

commence in October 2021. A new RCA Aurora Alumni Group started in spring 2021 to continue networking and learning opportunities for these women. The RCA Aurora Summer Symposium, for all existing and aspiring managers at the College, ran again for the 3rd year in July 2021.

- An additional two women attended Advance HE's Women in HE Conference in March 2021, one academic and one professional services representative. This knowledge was then disseminated at our Aurora Summer Symposium.
- Investment in executive coaching for women at SMT/Senior management levels has continued.
- Funding has also been provided for one woman in the Vice-Chancellor's Office to undertake modules of an MBA programme.
- Completion rates for the College's Diversity at Work and Unconscious Bias e-learning courses reached 76% and 87% respectively for all core staff in June 2021. This is a significant increase from 18% and 28% in October 2020.

In July 2020, the RCA committed to becoming an anti-racist institution, building a community which is diverse, multicultural and inclusive for all students and staff and where everyone can teach, learn, work and practise in a shared spirit of cultural exchange. Following discussion at SMT and the Planning & Resources Committee, the College published its anti-racism action plan on 12 May 2021. This important plan is the start of substantial work to address all aspects of equity and inclusion at the RCA. The Head of Equity and Inclusion joined the College in July and has started working with the RCA community to deliver the Becoming Anti-racist Action Plan.

Key areas of the plan which are targeted for implementation over the forthcoming months include:

- Establishing the role, remit and membership for a new EDI committee, including reporting requirements
- Agreeing a set of diversity data to be shared on the staff intranet
- Introducing face to face development sessions led by people with lived experience of racism
- Reviewing mandatory training requirements. The RCA has committed to procuring anti-racist training to replace or support the current unconscious bias e-learning training offer with supplier proposals due in early October 2021. Initially the plans are to run a foundation core module for all staff and students with a separate leadership module for the College's SMT and Council members due to be delivered by July 2022.
- Diversifying recruitment panels and implementing anonymised applications.

.....

Human Resources
October 2021