

Gender Pay Gap Report 2019

Introduction

The Royal Veterinary College (RVC) 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. 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 across the institution. All employers with 250 or more employees from the private, public or voluntary sectors are required to publish this information. This requires employers to provide statutory calculations on an annual basis showing the difference in pay between male and female employees at a 'snapshot date' for each year on 31st March and, after analysis, the data are published the following year by the deadline of 30 March.

This is the third gender pay gap report published in accordance with the statutory requirement. This report refers to a 'snapshot' date of 31st March 2019 with the deadline for publication on both the gov.uk. and the RVC website by 30th March 2020.

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 RVC 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 RVC 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 and advancement of gender equality across higher education institutions) confirmed that 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 2019 was 69.4% female and 30.6% male; this has remained similar over the past three years.

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 2019:

- 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

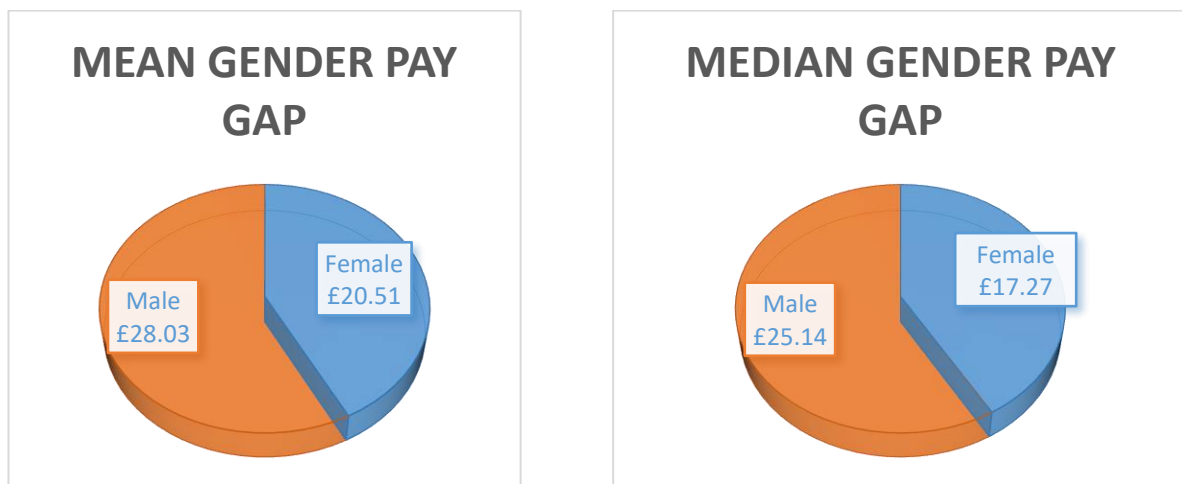
Additional data relating to staff profile by grade and gender were also analysed.

Gender Pay Gap

We have previously identified that vertical segregation (more women than men are employed in lower grades) is the largest contributing factor to our gender pay gap, and this remains the case.

The hourly mean gender pay gap in 2019 of 26.8% is comparable to the 2018 figure (26.6%) and has reduced by 3.2% from 30% in 2017. The hourly median gender pay gap has increased slightly from 29% in 2018 to 31.3% in 2019 (Figure 1). 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 and Table 1.

Figure 1 Mean Hourly and Median Hourly Gender Pay Gap



Mean Gender Pay Gap
26.8%

Median Gender Pay Gap
31.3%

Figure 2 Proportion of Men and Women across All Staff Grades

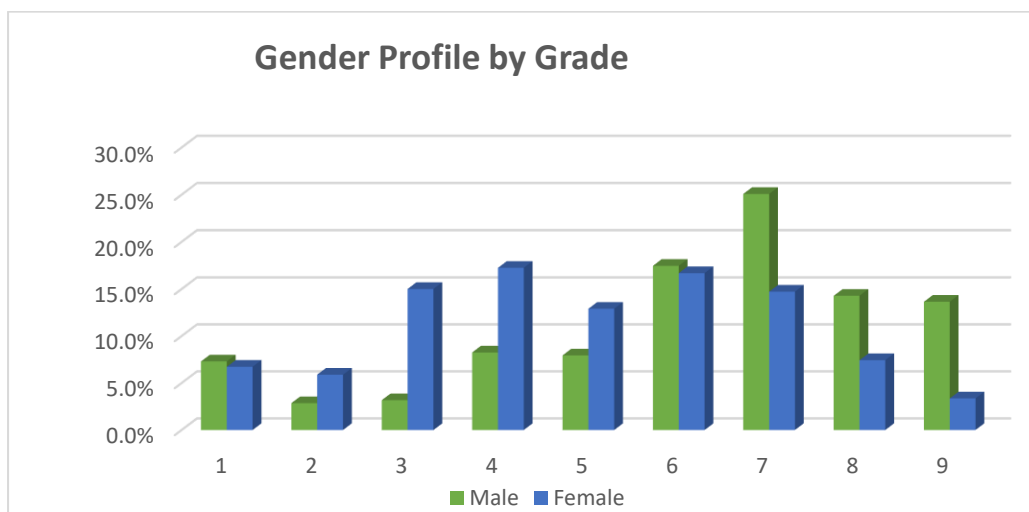


Table 1 Number of Men and Women within Each Staff Grade

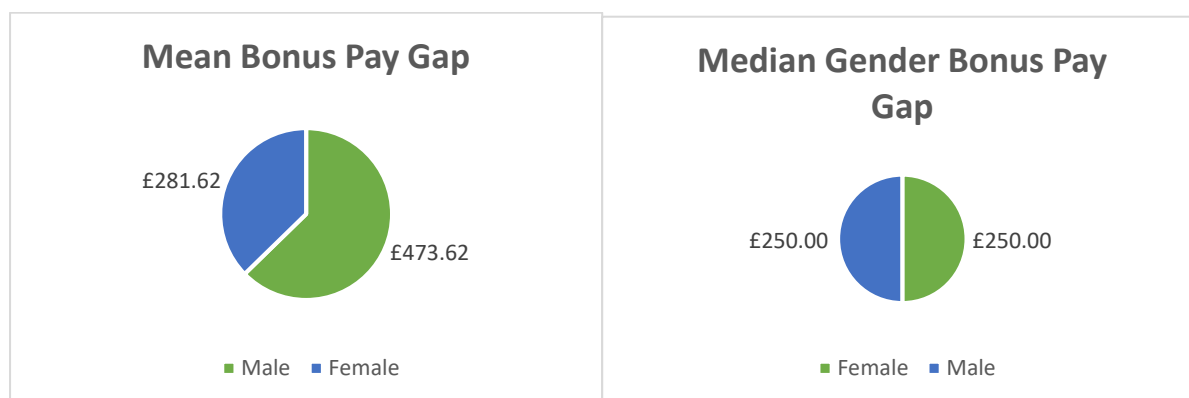
Grade	1	2	3	4	5	6	7	8	9
Male	23	9	10	26	25	55	79	45	43
Female	48	42	107	123	92	119	105	53	24

Bonus Gender Pay Gap

There is a formal group at the RVC, known as the Special Reward Panel (SRP), which determines bonus payments for employees up to and including grade 8. The SRP oversees locally determined rewards and recognition schemes designed to supplement the RVC's base pay scale (adjustments to which are negotiated nationally) rewarding staff with one off payments and incentive payments to recognise experience and work undertaken which is over and above normal working duties. The Senior Staff Remuneration Committee (SSRC) consider and approve bonus payments for grade 9 employees. As at the 'snapshot' date of 31 March 2019, 23 women and 18 men received bonuses in the last 12 months. In addition, during 2018/19 all staff received a £250 gift card in recognition of their hard work and effort.

Figure 3 shows that the RVC mean bonus gender pay gap was 40.5%. This represents a notable increase over the 10.1% reported in 2018. The increase in the mean bonus pay gap was due to a small number of larger bonus payments. However, the median bonus gender pay gap was zero in both 2018 and 2019.

Figure 3



Mean Bonus Gender Pay Gap	Median Bonus Pay Gap
40.5%	0.0%

Proportion of Staff Receiving a Bonus

A similar proportion of men and women received bonus payments in 2019 via the formal reward and recognition schemes described above. The proportion of male and female staff receiving a bonus (Table 2) is in excess of 100%, because the bonus assessment period is from 1st April to 31st March, whereas the relevant employees are assessed at a 'snapshot' date of 31st March. The snapshot date looks at 'full-pay relevant employees' and would exclude employees on reduced pay leave, such as maternity or half pay/no pay sickness.

Table 2

Female	Male
96.7%	98.4%

Quartile Analysis

Figure 4 and Table 3 show the proportion of women and men in each pay quartile. This data highlights and confirms a higher concentration of male staff are employed in the upper quartile (Q4) at 50.4% compared to a higher concentration of female staff employed in the three lower quartiles. The 2019 quartile analysis is in line with the data trends of the 2018 report. The exception is quartile one where there is a higher concentration of women at 84.9% in 2019 compared with 76.7% in 2018. 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 (as do a number of other institutions), which also has roles that are largely occupied by women.

Figure 4 Pay Quartile Information

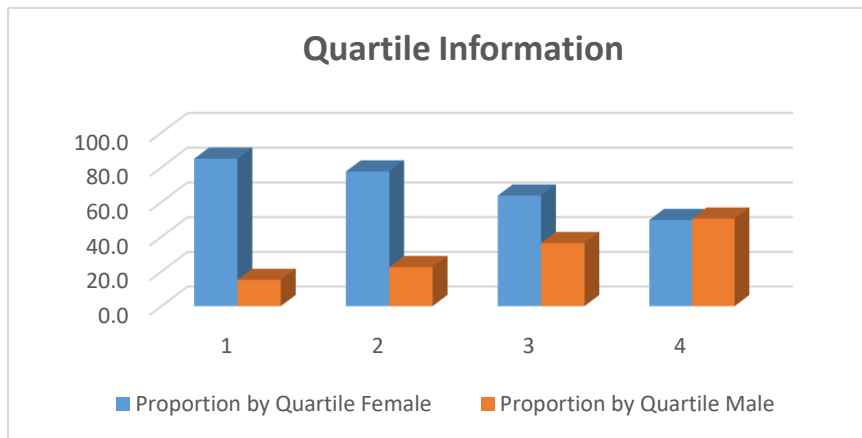


Table 3

Pay Quartile		Proportion by Quartile (Female)%	Proportion by Quartile (Male)%
Q1	Lower	84.9	15.1
Q2	Lower middle	77.6	22.4
Q3	Upper middle	63.7	36.3
Q4	Upper	49.6	50.4

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 all women employed are in grades 2-5 compared to a higher proportion of all men employed are in more senior grades, 7 and above. This is also evidenced by the fact the RVC has more women in the lower pay quartiles. This is similar to trends 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 clinical academic 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 previous 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 (10.8% men vs 29.2% female). It is identified that part-time workers are concentrated in the lower grades which is in line with national trends;
- The RVC's basic pay structure follows the National Framework Agreement for Higher Education, adjustments to which are negotiated nationally. This structure has smaller percentage spinal point increments at lower grades compared to senior grades. Consequently, 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 RVC continues to work towards narrowing the gender pay gap, while recognising that 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 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 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.

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

The RVC's Equality and Diversity Committee (EDC) is a formal committee of the RVC reporting to CEC and oversees the delivery of equality related action plans. A number of processes and actions are either works in progress or planned. These include:

- The RVC's Equality and Diversity Committee (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. In addition, the action plans include a series of approaches to recruit, support and develop female staff into senior grades within the RVC;
- 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 Equality and Diversity Committee;

- The new criterion-based Senior Academic Promotion Process has been implemented at Grade 9. There are four career bands against which a new equal & inclusive pay structure has been approved. Once banded, senior academics are aligned to the new structure. Regular equality analysis (impact assessments) are carried out to ensure any pay/gender anomalies are addressed. It is encouraging to see that during the period of March 2018 – March 2019, 15 women have been promoted to Associate Professor/ Reader or Professor compared to 11 men. It is noted that this has had no impact on the gender pay gap;
- The Academic Probation and Promotion Process (APPP) Individual Career Profiles (ICPs) were simplified in 2017 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. For the period March 2018- March 2019, 1 female and 1 male have been promoted to senior lecturer;
- We continue to conduct an equality analysis on the APPP and SAPP. 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 support women to take part in the Aurora Women's Leadership Programme run by Advance HE (former Leadership Foundation). A further eight women have been sponsored to attend the Aurora programme during the current academic year. Aurora feedback and evaluation sessions were held during July and November 2019. The aim of these sessions was to build a supportive RVC leadership community and to connect and engage with senior stakeholders to enhance their awareness of women's leadership;
- We are offering mentoring and coaching programmes to all staff to support their leadership development, we are encouraging female staff and Aurora alumnae to attend these programmes;
- We continue to investigate any potential barriers to female progression in recruitment. The RVC delivers 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. There is a requirement for all staff to attend recruitment training otherwise they will not be able to participate in recruitment panels or appointment boards;
- We are continuing the implementation of the Workload Allocation Model initiative which aims to allocate academic work in a fair and transparent manner;

- 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 session was delivered to our CEC in May 2019 which led to the CEC endorsing a set of 'Flexible Working Principles'. This has resulted in all jobs advertised to be considered for flexible working;
- In line with our ongoing commitment for equal pay, we will carry out an Equal Pay Audit during 2020 to ensure we continue to demonstrate 'equal pay for work of equal value' in our pay structure;
- We will engage with the Aurora Alumnae to establish a women's network for staff;
- The RVC has now harmonised annual leave for all its staff which was phased in over two years. This decision will have a positive impact on our female workforce who are predominately represented in the lower grades.

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 towards addressing the over representation of women in lower grades and under-representation of women at grade 9. It is encouraging to see that the mean and median gender pay gaps in 2019 are lower than in our first gender pay gap report published in 2017. 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 further advance gender equality.