



# Gender Pay Gap Report 2020

## ***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 31<sup>st</sup> 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 would exclude employees on reduced pay leave, such as maternity or half pay/no pay sickness.

This is the fourth gender pay gap report published in accordance with the statutory requirement. This report refers to a 'snapshot' date of 31<sup>st</sup> March 2020 with the deadline for publication on both the gov.uk. and the RVC website by 30<sup>th</sup> March 2021.

## ***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 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



*Figur*

Figure 3



Mean Bonus Gender Pay Gap	Median Bonus Pay Gap
35.3%	0.0%

### ***Proportion of Staff Receiving a Bonus***

A slightly higher proportion of women received bonus payments compared to men in 2020 via the formal reward and recognition schemes described above. The proportion of male and female staff receiving a bonus (Table 2).

**Table 2**

Female	Male
98.9%	97.1%

### ***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 highest to the lowest hourly rate. This data highlights and confirms a higher concentration of male staff are employed in the upper quartile (Q4) at 52.4% compared to a higher concentration of female staff employed in the three lower quartiles. The 2020 quartile analysis is in line with the data trends of the 2019 report. The exception is quartile four where there is a slightly higher concentration of men at 52.4 % in 2020 compared with 50.4% in 2019.

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**

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 and 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 (11% men vs 31.2% 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***

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 criteria for the Senior Academic Promotion Process (SAPP) has four career bands against an equal & inclusive pay structure. Regular equality analysis (impact assessments) are carried out to ensure any pay/gender



training without which they will not be able to participate in recruitment panels or appointment boards;

We are continuing with the implementation of the Workload Allocation Model initiative which aims to allocate academic work in a fair and transparent manner. The model will take into consideration staff's commitments under their Individual Career Plan (ICP);