



## Gender Pay Gap Report 2021

## ***Introduction***

All employers with 250 or more employees are required by law to carry out Gender Pay Re

- Proportion of staff by Quartile Pay Band

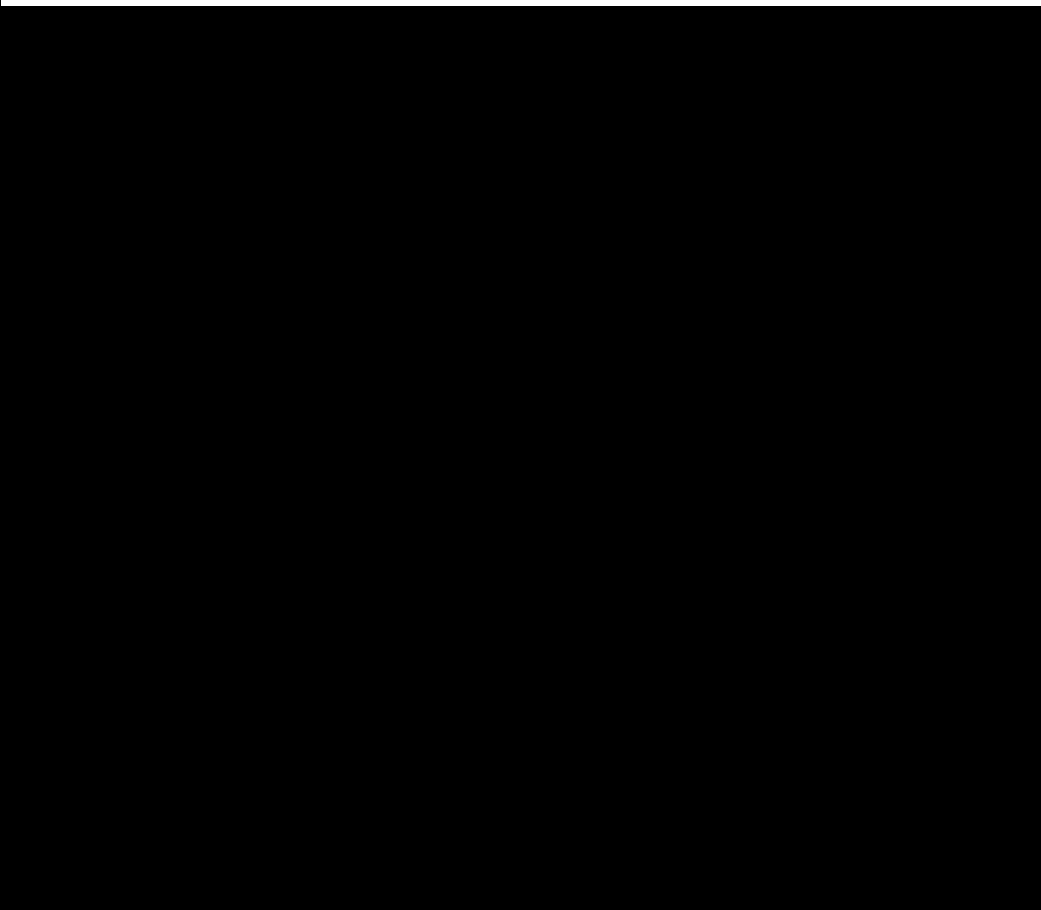
Additional data relating to staff profile by grade and gender were also analysed.

### ***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

*Figure 2 Proportion of Men and Women across All Staff Grades*



9  
8  
7

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 Gender Pay Gap (2017-2021)



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 t

- 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;

of the RVC (12 (0.2) to 50 FTE) to enable more employees to take part in Advancing HE's



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