



## ***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 March and, after analysis, the data are published the following year by the deadline of 30 March.

The snapshot date looks at -pay relevant 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 date of 31 March 2021 with the deadline



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. The SRP 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 Senior Staff Remuneration Committee) for the management and application of bonus payments to all staff employed at grades 1-9, including any bonus payments.

As at 31/12/2021, the RVC mean bonus gender pay gap was 35.3%. 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%

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*

<b>Mean Bonus Gender Pay Gap</b>	<b>Median Bonus Pay Gap</b>
19.5%	0.0%

Figure 4 Pay Quartile Information

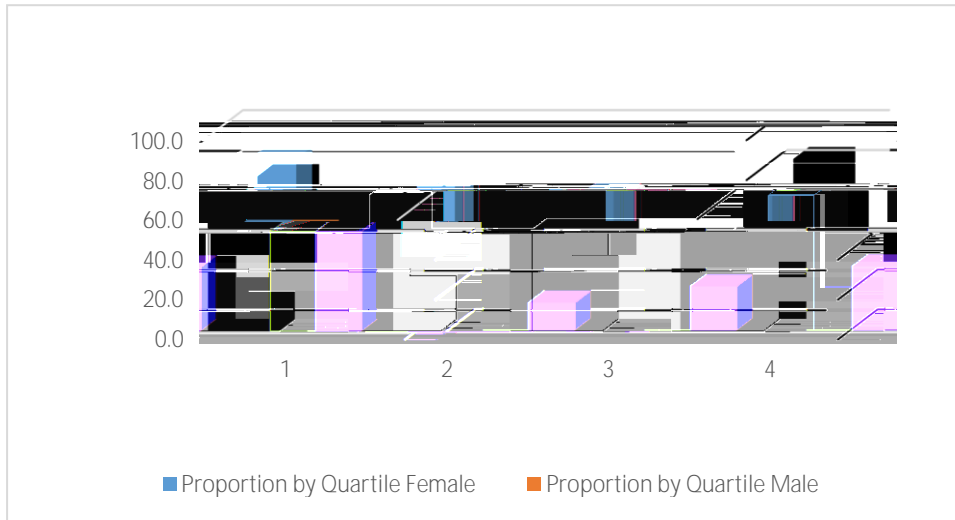


Table 3

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).

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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 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 ProW223 72724motion



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. -Principal for