

- 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.

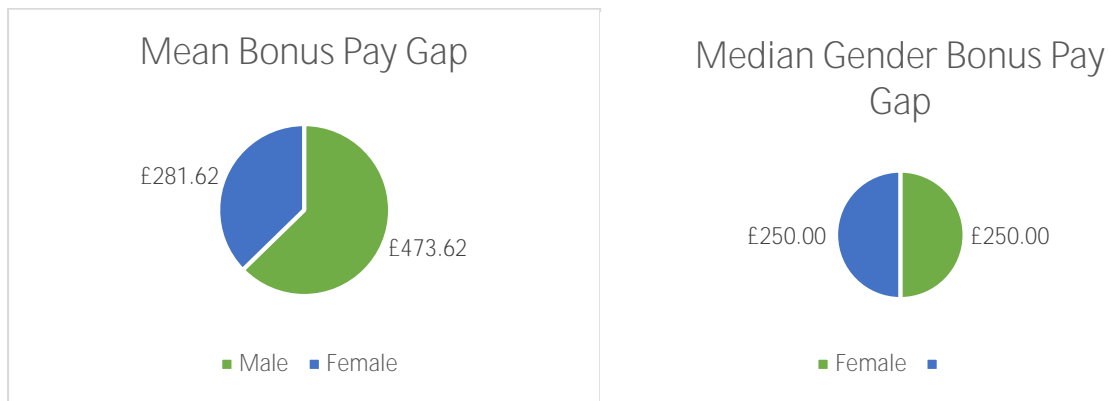
Gender Pay Gap

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

Figure 2 Proportion of Men and Women a

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

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.

Other factors that may

- 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 (r2ig5[cor]9(id2n)-3(g)]TJETQq0.000008871 0 595.32 841.92 reW*nBT/F5 12 Tf1 0

- 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-