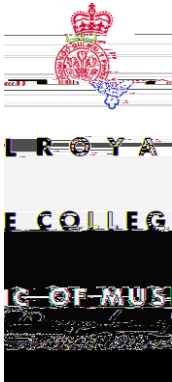


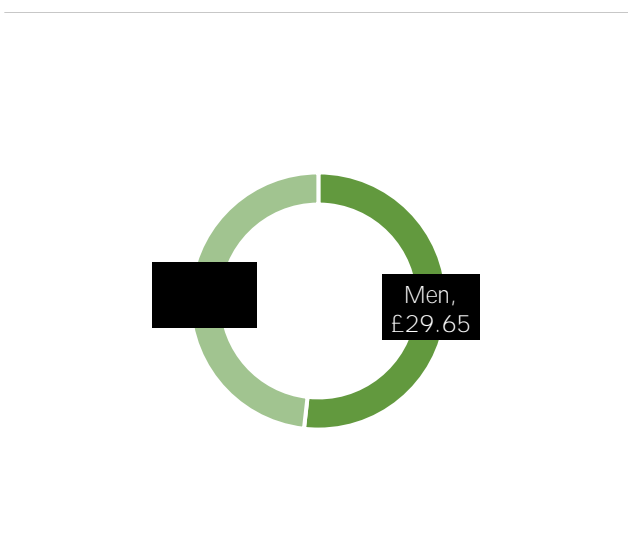
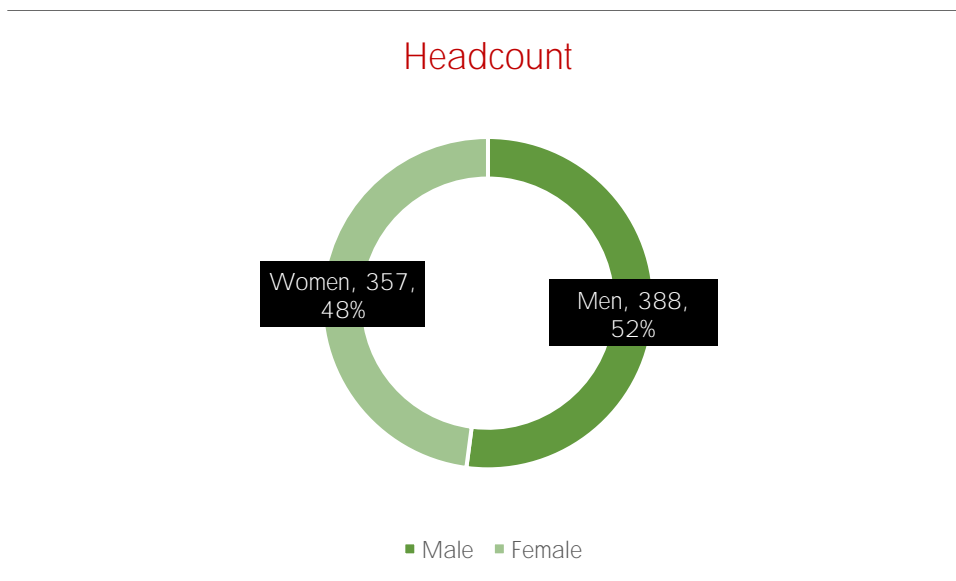
GENDER PAY GAP 202



	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	8.3%	6.8%	6.6%	6.6%	4.1%	4.8%	6.9%
Median gender pay gap	0%	0%	0%	0%	0%	0%	0%

The data

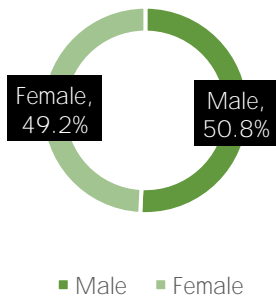
The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2023 was:



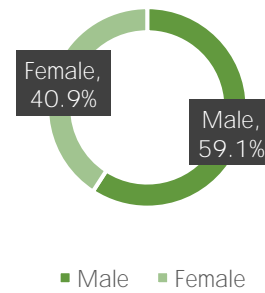
Quartiles

The spread of male and female relevant employees in each quarter (highest to lowest paid) at the RCM

Top Quartile



Upper Middle Quartile



Lower Middle Quartile

