

Royal College of Music Equal Pay Review 2012

As part of the National Agreement for the Modernisation of HE Pay Structures the College implemented a new eleven grade pay structure, based on a new non discriminatory job evaluation scheme (HERA) in March 2007 for posts across the organisation. At the same time te

Analysis Classifications

Gender analysis has been undertaken on a male/female basis. Ethnicity is recorded by the College under several categories but for the purpose of analysis has been grouped into two: white and other ethnic origin. Age analysis has been compiled on the basis of a comparison between staff in ten year age bands from age 20 to age 89. Pay of staff on permanent (open ended) contracts has been compared to those on fixed term contracts (where the member of staff is employed for a set period of time). Pay of staff on part-time contracts (less than 35 hours per week) has been compared to pay of staff on full-time contracts (35 hours per week).

Data

The College has a harmonised working week and so th

These figures reflect the imbalance in the gender distribution within the overall staff profile, that is, proportionately more women are employed on lower grades and more men on higher grades. This data is not a measure of equal pay but provides the wider context within which the analysis is conducted.

In order to establish a basis for measuring any inequalities in pay at the College it is necessary to compare the pay

30-39	77	£37,915	-6.04% (-6.32%)
40-49	109	£41,696	3.33% (5.17)
50-59	102	£43,354	7.44% (8.05)
60-69	59	£44,338	9.88% (8.16)
70-79	13	£41,674	3.28% (3.87)

These figures reflect the fact that staff in the lower age groups are at the start of their careers and therefore in more posts with a lower job evaluation score. Further investigations demonstrated that when age groups are looked at across the grades there are no significant differences in pay. There is only one member of staff within the 80-89 age group and therefore this information has been removed from the above table.

Part-time working

	Number	Average Salary	% Difference
Staff with full-time contracts	104	£37,953	7.88%
Staff with part-time contracts			(8.05%)

