

Royal College of Music Equal Pay Review 2018

As part of the College Pay Policy we are committed to undertake an Equal Pay Review covering the themes of gender, ethnicity, disability, age and patterns of working and contractual status. This reflects the College's clear commitment to equal opportunities and effective reward management. The Joint Negotiating Committee for Higher Education Staff (JNCHES) first issued guidance on equal pay reviews in March 2002. This was reviewed in 2007 and again in 2013 to reflect the introduction of the Equality Act 2010 and changes in advisory bodies. This review was based on data of staff in post on 31 March 2018.

1. PURPOSE

The primary purposes of an equal pay review are to:

- establish the nature of any pay inequalities for individuals doing 'equal work' arising because of age, disability, religion or belief, sex and sexual orientation; and / or from differing contractual arrangements;
- analyse in more detail the nature of any inequalities;
- analyse the factors creating inequalities and diagnose the cause or causes;
- determine what action is required to deal with any unjustified inequalities revealed by the analysis and diagnosis.

Whilst there is currently no legal requirement for employers to undertake equal pay reviews, they are highly recommended by the EHRC (Equality & Human Rights Commission). An equal pay review:

is the most effective way of establishing whether an organisation is providing equal pay and rewarding employees fairly;
is an effective demonstration of action to promote equal pay under the terms of the public sector equality duty (PSED); and
may help in the preparation of information required for equal pay reporting requirements for employers in England, Wales and Scotland.

2. DATA PROTECTION

Equal Pay Reviews are covered by the Data Protection Act (2018) and General Data Protection Regulations 2018 in terms of the processing of the raw data, the disclosure of data to third parties involved in the review, and the publication of the results.

3. SCOPE

The review has primarily involved checking to ensure that there are no inequalities within the pay structure ie that male and female staff doing equal work are paid on an equal basis (on the same grade). Similar checks have been made against other characteristics such as ethnicity, age, disability and contractual status (permanent, fixed-term, part-time, full-time). Since the last Equal Pay Review was undertaken in 2012 the scope of equal opportunities information the college requests of new starters has widened as

National Agreement for the Modernisation of HE Pay Structures. Data relating to the Junior Department teaching staff is therefore not included within the scope of this review.

1. *Analysis*

	Average salary for grade	Average salary for disabled	% Difference compared to average salary for grade
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Having investigated this percentage it has shown that the number of salaried staff who are employed on a part-time basis is heavily weighted to the higher end of the salary scale, both in terms of hourly paid teaching staff (who are paid at the top of the grade 8 pay range) and part-time salaried staff (where flexible working tends to be undertaken by women who have returned from maternity leave and are employed on grade 8 and above). The RCM may decide to investigate this further and look in more depth in respect at our engagement with flexible working practices across the grades, but moving forward we would also be seeking to separate out in more detail the differences between part time salaried and hourly paid teaching staff.

Table 9 Fixed-term / Permanent staff

	Number	Average Salary	% Difference
Staff with permanent contracts	404	£43,778	14% (7.17%)

