



Equality, diversity and inclusion have been at the heart of the mission of the RCM since it was established in 1883. As the leading British conservatoire, it aims to provide musical education and professional training at the highest international level to meet the aspirations of as many as possible of those whom it deems to have the ability and motivation to benefit.

The RCM promotes an inclusive learning and working environment and is committed to developing and sustaining a positive and supportive environment for our staff and visitors in which students, staff, visitors and guests are supported and welcomed.

This report complies with the Gender Pay Gap Legislation which was introduced in April 2017 which requires the RCM to report on a number of metrics as of 31 March in a given year ("the snapshot date").

Gender Pay Gap reporting, measures the difference between the average pay of all men and all women, irrespective of their job role or seniority. A gender pay gap above zero will show that, on average, men earn more while a pay gap below zero shows that women, on average, earn more

Equal Pay reporting is concerned with identifying and eliminating unjustified4(s)5)pnnaenorting4(e)10(velo),3uu711lun40.8

THE DATA

The workforce gender profile of the Royal College of Music at the snapshot date of 31 March 2020 was:

GENDER PAY GAP 2020

MEAN (average) MEDIAN (middle)

QUARTILES

The spread of male & female relevant employ3e5(0 0 1 18.9 287.69 Tm(fem)-4(287. 0 0 1T1 0 01 rBT9

Notwithstanding the challenges that the covid pandemic has presented us with, we remain committed to our action plan:

- investigate appropriate and innovative mechanisms to better inform recruitment panels with key diversity data throughout the selection process

- provide appropriate support to recruitment panels to mitigate the impact of unconscious bias in selection

- explore the use of positive action statements in job adverts where applicable

- continue to consider extending pay gap reporting to ethnicity and other protected characteristics to reflect our broad commitment to the equality, diversity and inclusion agenda and to identify issues of intersectionality that may exist for women (and others) in our pay structure.

- further investigate ways to improve career pathways for "early career" academics in both teaching and research

- when fully implemented, monitor our new reward and recognition arrangements to ensure that decisions are made in line with existing policies that are free from any gender bias and explore the reasons for any potential anomalies