

RA

Gender Pay Gap Report

As at 5th April 2019

We are pleased to be issuing our latest Gender Pay Gap Report. Our results have improved again this year demonstrating our commitment to gender equality in employment.

The Royal Academy employs a wide range of people with differing skill sets from curators, art handlers and fundraisers through to access officers, event managers and accountants. Our colleagues are dedicated and highly talented people who are committed to delivering the highest standards to our visitors.

Understanding our pay gap

On 5th April 2019 we employed 378 staff, excluding casuals. 61% of these were female.

We are very pleased to say that our statutory submission (below) demonstrates a drop in our mean hourly pay gap from 10% in last year's report to 5% this year and a median hourly pay gap that remained the same at -1%. The median figure demonstrating a pay gap in favour of women.

We paid only Executive bonuses in the financial year up to and including 5th April 2019, so our statutory figures are 0%.

We believe the reason our mean average hourly pay gap is decreasing year on year is a result of our commitment to offer a family friendly working environment and a supportive culture for returning new parents to the workplace. We believe that the culture we have created around supporting those with families; offering flexible working, a good family leave package and an agile working environment, are the key to our success.

As at 5 April 2019:

61%

of our workforce were women

55%

of our top 20 earners were women

57%

of our Executive Team were women

65%

of Senior Managers were women

Royal Academicians

Collectively, our Royal Academicians (RAs) make up some of the greatest names in contemporary art and architecture. The RAs help steer our vision, support our activities and plan for the future. Each RA is elected by their peers in one of four categories: Painter, Sculptor, Architect and Printmaker. Currently females make up 29% of our Royal Academicians. However, in the last 10 years 47% of RAs elected were female and our new President is a woman, the first in the Academy's 250-year history. This shows a marked move towards a more gender balanced make up of our Royal Academician and Senior Royal Academician group.

Our Council is responsible for the direction and management of every major aspect of the Royal Academy. The group that make up Council consist of RAs, Officers of the RA and external members. The membership changes frequently. It is currently 31% female.

Statutory Disclosures

The *Equality Act 2010 (Gender Pay Gap Information) Regulation 2017*, require that we publish the following data as at 5th April 2019.

Proportion of males and females in each pay quartile	Overall	Lower	Lower Middle	Upper Middle	Upper
		Quartile	Quartile	Quartile	Quartile
M	39%	44%	35%	41%	36%
F	61%	56%	65%	59%	64%

Proportion of males and females receiving a bonus payment	Overall
	M
F	1%

Gender pay gap in hourly rates of pay and in bonuses	Mean* gender pay gap in hourly pay	5%
	Median** gender pay gap hourly pay	-1%***
	Mean bonus gender pay gap	0%
	Median bonus gender pay gap	0%

*Mean pay is the average pay

**Median pay is the middle number between the highest and the lowest pay point

***Minus figure denotes female pay is higher