

Royal Academy of Arts' Gender Pay Gap Information 2018

Reporting of statutory calculations as at 5 April 2018

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that we publish the following RA data as at 5 April 2018:

Proportion of males and females in each pay quartile

	Overall	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
male	37%	42%	33%	33%	38%
female	63%	58%	67%	67%	62%

Proportion of males and females receiving a bonus payment

male	82%
female	83%

Gender pay gap in hourly rates of pay and in bonuses

mean* gender pay gap in hourly pay	10%
median** gender pay gap in hourly pay	-1%
mean bonus gender pay gap	-1%
median bonus gender pay gap	7%

*Mean pay is the average pay

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

On 5 April 2018 (the government's 'snapshot date' for capturing the gender pay data of businesses and charities), the RA employed 386 staff members, excluding casuals, of whom 63% were female.

Our analysis shows that we had an hourly pay gender pay gap of 10% using mean and -1% using median measures. The bonus gender pay gap was -1% using mean and 7% using median measures. All eligible employees - permanent and fixed-term staff who had worked for the entirety of FY 2016/17 - received a bonus at the same percentage of earnings; bonus payments were pro-rated to those employees who joined the RA part-way through the financial year.

We are pleased that these results show an improvement on the data from 5 April 2017 (65% female, 35% male; 14% mean hourly pay gap, 1% median hourly pay gap).

Understanding the RA's gender pay gap as of 5 April 2018

- The gender ratios by quartile are roughly reflective of the RA's overall gender ratio, with no observable skew towards men as you move up the quartiles (as is a frequent issue in many organisations). The top quartile of RA staff, at 62% women, is very close to the RA average of 63% women.
- However, on further analysis, if we look only at the top 10% of RA staff, we find that the gender ratio moves towards men: in the top 10% of staff, 44% are women. This is smaller than the RA average of 63% women.
- This skew in the gender ratio as you move up towards the very top of the organisation is the primary reason behind the fact that there is an overall 10% gender pay gap using mean hourly pay (but essentially no gender pay gap using median hourly pay).
- Within the top 10% of RA staff, there is an 8% gender pay gap using mean hourly pay. This gap disappears and in fact reverses if you remove the top 2 most highly paid staff from the dataset. This is consistent with the fact that the median gender pay gap is -2% for this top 10% group.
- Within the bottom 90% of RA staff, the gender pay gap is -5% in mean hourly pay and -3% in median average pay (i.e. in favour of women)

In conclusion, our analysis of the statistics helps us to understand that the mean gender pay gap at the RA is fundamentally caused by a couple of data points at the extreme top end of our salary scale. Throughout the rest of the organisation, the gender pay gap is not significant.

Closing the gap

- Overall, the RA continues to employ more women than men (63% women), and at the very top of the organisation we have a gender ratio that is slightly skewed towards men (44% women).
- When considering if the same overall skew towards women, both at the RA and within Arts as an industry, should also ideally be reflected at the top, our RA's Executive team would fundamentally like a diversity of perspectives, at all levels of the organisation.
- We believe that this could be helped by diversifying the way we attract talent through recruitment, and we would like to draw up a diversity strategy and undertake a review of our attraction techniques while recruiting. Of course, hiring is driven fundamentally by merit and fit for the role, but we think that a broad strategy towards creating a more diverse workforce can only be helpful.

- Focussing back on pay, levels of Remuneration for the highest paid employees in the RA are set by our Remuneration Committee through an established process where benchmarking informs the correct levels. As with in recruitment, remuneration must fundamentally be set for individuals based on performance and value to the organisation, whilst ensuring fairness across similar job scopes.

Gender Diversity at the RA

We recognise that gender diversity is a key strength and needs to start from the top. In April 2018, our Executive team was 44% women and Council (the RA's governing body) 35% women. Amongst our top leadership roles, the Keeper of the Royal Academy Schools is Rebecca Salter RA, and the Chair of the Royal Academy Development Trust is Lady Alison Myners.

From 2014 until April 2018, 12 women and 5 men were elected as Royal Academicians: the women were Cathie Pilkington, Louisa Hutton, Rebecca Warren, Vanessa Jackson, Farshid Moussavi, Rebecca Salter, Eva Rothschild, Rose Wylie, Sonia Boyce, Paula Rego, Fiona Banner and Jane and Louise Wilson. 44% of Royal Academicians elected in the last decade (2009 – 18) were female.

4 female RAs are Professors in the RA Schools, whose student body has had a 50:50 gender split for the last decade.