

RA

Gender Pay Gap Report

As at 5th April 2020

We are pleased to issue the RA's fourth annual Gender Pay Gap Report and we continue to be proud of our gender statistics. This year's data continues to reflect the RA's strong and balanced representation of female talent.

We operate under the core assumption that a RA which encourages different ways of thinking, different approaches to problem solving, and different ways of working together will inevitably deliver stronger results than a more homogenous alternative.

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.

The gender pay gap

A quick guide

Why is gender pay gap reporting important to the RA?

We believe we will make better decisions if we have a diverse workforce and our employees are representative of the society we serve. Reporting our gender pay gap is a great way to share learnings with other companies across the UK, and help monitor how men and women are paid, promoted and nurtured within organisations.

Is the gender pay gap the same as equal pay?

No, it isn't. The gender pay gap is the difference between the total earnings of all women and all men in a company. It is not the same as equal pay, which is a legal requirement to pay men and women the same for doing equal work.

How do we calculate the gender pay gap?

The first step is to calculate an hourly rate of pay, including all the required elements of pay for each employee. Then we work out the median and mean average for both men and women at all levels of the organisation. The difference between these figures is the 'gap'.

What is the difference between mean and median?

The 'mean' is what is widely described as the average. It involves adding together the pay or bonuses of employees and then dividing by the number of employees. The median is the middle value of all hourly rates when ranked. That means the amount paid to the employees in the middle of the list when employees are listed in order of pay or bonus.

Why report both mean and median?

The regulations require us to report on both mean and median figures. It's not helpful to just focus on the mean because a small number of high or low paid employees can give you a misleading impression. The median gives a clearer representation of the gender pay gap.

What are Pay Quartiles?

The total number of employees is ranked by each individual's hourly pay rate. The list is then divided into four with an equal number of employees in each, called quartiles. We then calculate the proportion of male and female employees in each quartile pay band. This information is helpful as it gives us a picture of the distribution of men and women at each broad level within the organisation.

Overall Pay distribution at the RA

Distribution of male and female employees in each pay quartile	Overall	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
M	36%	39%	36%	33%	36%
F	64%	61%	64%	67%	64%

On 5 April 2020 (the government's 'snapshot date' for capturing the gender pay data of businesses and charities), the RA employed 385 employees, of which 64% of were female. This distribution is largely maintained across pay quartiles and skews slightly in favour of women in top quartiles.

We recognise that gender diversity is a key strength and needs to start from the top. In April 2020, our Executive team was 57% women, consistent with the 2019 data. Of the top 20 earners at the RA, 50% were women and 58% of Senior Managers were women.

The RA's gender ratios across the rest of the organisation (excluding the top 10% of earners) reflect the RA's overall gender ratio, and do not skew towards men as you move up the quartiles.

We are very pleased with the continued strength of the RA's results and we believe these to be a factor of our work to foster a culture promoting gender equality, including encouraging both flexible and agile working and providing working parents with a generous leave package.

Understanding the RA's Gender Pay Gap data

Our 2020 submission demonstrates a marginal increase in the RA's mean hourly pay gap from 5% in 2019 to 7% in 2020. This slight erosion is driven by one senior executive departure in early 2020. The median pay gap, on the other hand provides a clearer representation of pay disparity across the RA and we are very pleased to report that our median hourly pay gap has increased to -2% in favour of women in this year's submission (from -1% last year)

The RA did not pay bonuses in the financial year up to and including 5th April 2020. As such, our statutory figures are reported as nil.

Gender Distribution in Governance Structure

Royal Academicians

Collectively, our Royal Academicians (RAs) make up some of the greatest names in contemporary art and architecture. RAs support management in delivering our mission as an organisation and realising our charitable purpose. Each RA is elected by their peers in one of four categories: Painters; Sculptors; Architects; and, Printmakers, Engravers and Draughtsmen. The Membership of Academicians has historically been weighted towards men however strong efforts have been made to rebalance the gender representation across the membership in the last ten years and in this time, 47% of elected RA have been female. As at the date of this report, 30% of our Royal Academicians were female. The RA is committed to realising gender balance across its membership of Royal Academicians.

Our governance structure has also significantly evolved in the last year rebalancing towards a balanced male/female leadership Structure. Women occupy some of the most significant leadership positions at the RA: Of the four Officers of the RA, two are women. In December 2019, for the first time in the RA's 250-year history, our first-ever female president (Rebecca Salter RA) was elected. At this time, Cathie Pilkington was also elected to replace Rebecca Salter as Keeper of the RA Schools. Equally, the Chair of the Royal Academy Trust remains Lady Alison Myrers.

The RA Council is the governing body of the RA responsible for ensuring the RA delivers its fiduciary responsibilities as a charity and its strategic aims as set out in its founding mission statement. The membership of Council consist of thirteen royal academicians and three external members. Membership of Council changes annually and in April 2020 the membership was 30% female.

Looking ahead

As part of the RA's commitment to Equality, Diversity and Inclusion, 2020 saw the launch of several working groups put in place to review the Academy's career life cycle, as well as our programme and experience of the Academy for our audiences. While progress has been impacted by Covid-19, in 2021/22 we plan to review the breadth of our employment journey, looking at recruitment, hiring, apprenticeships, mentoring, training, inclusion, retention and workplace culture. We believe that this will have a positive impact not only on our gender pay gap statistics, but also on the level of inclusiveness within the Royal Academy more generally.

Statutory Disclosures

The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017 require that we publish the following data as at 5th April 2020.

Gender Distribution across quartiles of Pay	Overall	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	M	36%	39%	36%	33%
F	64%	61%	64%	59%	64%

Proportion of males and females receiving a bonus payment – 5 April 2020	2020	2019	2018
	M	0%	0%
F	0%	1%	83%

Gender pay gap in hourly rates of pay and Bonuses) – reported figures for 2018, 2019, 2020	2020	2019	2018
	Mean gender pay gap in hourly pay	7%	5%
Median gender pay gap hourly pay ⁽¹⁾	-2%	-1%	-1%
Mean bonus gender pay gap	0%	0%	-1%
Median bonus gender pay gap	0%	0%	7%

Notes: (1) a negative figure denotes female pay is higher than male