

RA

Gender Pay Gap Report

As at 5 April 2021

**Royal
Academy
of Arts**

We are pleased to issue the RA's fifth annual Gender Pay Gap Report. 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	40%	45%	34%	38%	41%
F	60%	55%	66%	62%	59%

On 5 April 2021 (the government's 'snapshot date' for capturing the gender pay data of businesses and charities), the RA employed 302 employees, of which 60% of were female. This distribution is largely maintained across pay quartiles and does not skew towards men as you move up the quartiles.

We continue to recognise that gender diversity is a key strength and needs to start from the top. In April 2021, our Executive team was 63% women, an increase of 6% on the 2020 data.

We continue to work on promoting a culture promoting gender equality, including encouraging both flexible and agile working, and providing parents with a generous maternity and shared parental leave package.

Understanding the RA's Gender Pay Gap data

Our 2021 submission demonstrates a 3 percentage point decrease in the RA's mean hourly pay gap from 7% in 2020 to 4% in 2021 and our hourly pay gap remains very slightly positively skewed towards men. As in 2020, our mean hourly gap is influenced by our male Secretary & Chief Executive, but the median pay gap provides a clearer representation of pay disparity across the RA and our median hourly pay gap remains as -2% in favour of women in this year's submission.

The RA did not pay bonuses in the financial year up to and including 5th April 2021. 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. RA's 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 Draughters. 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, 31% 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 with two out of the four Officers being women, Rebecca Salter PRA, our first-ever female President and Cathie Pilkington 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 2021 the membership was 38% female.

Looking ahead

As part of the RA's commitment to Equality, Diversity and Inclusion, we continue our important work looking at different ways to access the RA, and last year set up three working groups: Ways into Careers at the RA, Ways into our Programmes and Ways into Experience the RA. This year we have launched our new Equity & Inclusion Training Programme, which will be rolled out to all staff over the next 12 months and comprises a suite of diversity & inclusion workshops; Leading Inclusively, Unconscious Bias, Bystander Training and LGBTQ+ Awareness.

Last year we launched our Staff Council and provided a framework with guidance and support to encourage our employees to form Employee Network Groups. Both of these initiatives are designed to ensure that we are listening to our staff, that they have a voice and are heard, and that there are safe spaces in which to share thoughts, ideas and opinions

Statutory Disclosures

The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017 require that we publish the following data as at 5th April 2021.

Gender Distribution across quartiles of Pay	Overall	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	M	40%	45%	34%	38%
F	60%	55%	66%	62%	59%

Proportion of males and females receiving a bonus payment – 5 April 2021	2021	2020	2019	2018
	M	0%	0%	0%
F	0%	0%	1%	83%

Gender pay gap in hourly rates of pay and Bonuses – reported figures for 2018, 2019, 2020, 2021	2021	2020	2019	2018
	Mean gender pay gap in hourly pay	4%	7%	5%
Median gender pay gap hourly pay ⁽¹⁾	-2%	-2%	-1%	-1%
Mean bonus gender pay gap	0%	0%	0%	-1%
Median bonus gender pay gap	0%	0%	0%	7%

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