

RA

Gender Pay Gap Report

As at 5 April 2022

**Royal
Academy
of Arts**

We are pleased to issue the RA's sixth 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 Royal Academy 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, events 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 and charities 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	38%	39%	40%	35%	40%
F	62%	61%	60%	65%	60%

On 5 April 2022 (the government's 'snapshot date' for capturing the gender pay data of businesses and charities), the RA employed 321 employees, of which 62% of were female. This distribution is largely maintained across pay quartiles.

We continue to recognise that gender diversity is a key strength and needs to start from the top. In April 2022, our Senior Leadership Team was composed of 63% women.

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

Understanding the RA's Gender Pay Gap data

Our 2022 submission demonstrates a 1 percentage point increase in the RA's mean hourly pay gap from 4% in 2021 to 5% in 2022, driven by the highest paid position in the organisation (Secretary and Chief Executive) which is filled by a male member of staff. Our median hourly pay gap arguably provides a more representative view of pay across the RA and remains positively skewed (-1%) towards women in this year's submission.

The RA did not pay bonuses in the financial year up to and including 5 April 2022. As such, our statutory figures are reported as nil.

Gender Distribution in Governance Structure

Royal Academicians

Collectively, our Royal Academicians make up some of the greatest names in contemporary art and architecture. They support the RA's management in delivering our mission as an organisation and realising our charitable purpose. Each Royal Academician is elected by their peers in one of four categories: Painters; Sculptors; Architects; and Printmakers, Engravers, and Draughters. The Membership of Royal 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, 44% of elected Royal Academicians 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 moving towards a more 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, Lady Alison Myners remains as the Chair of the Royal Academy Trust.

The RA Council is the governing body of the RA responsible for ensuring the RA delivers its fiduciary responsibilities as a charity and company and its strategic aims as set out in its founding mission statement. The membership of Council consists of thirteen Royal Academicians and three external members. Membership of Council changes annually and in April 2022 the membership was 44% female.

Looking ahead

As part of the RA's commitment to Equity, Diversity, and Inclusion (EDI), we continue our important work looking at different ways to access the RA through our recruitment and selection processes. We have now trained a third of our staff in three modules (Unconscious Bias, LGBTQ+ Awareness and Bystander Intervention) and all our senior managers have attended a module on Leading Inclusively. The training continues on a rolling programme. We have recently conducted an EDI survey amongst our staff and the responses will inform our future approach and strategy to EDI more broadly.

Our Staff Council has now been successfully running for 18 months, and we have recently launched an employee led LGBTQ+ Affinity Group. 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 requires that we publish the following data as at 5 April 2022.

Gender Distribution across quartiles of Pay

	Overall	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
M	38%	39%	40%	35%	40%
F	62%	61%	60%	65%	60%

Proportion of males and females receiving a bonus payment

	2022	2021	2020	2019
M	0%	0%	0%	0%
F	0%	0%	0%	1%

Gender pay gap in hourly rates of pay and Bonuses – reported figures for 2019, 2020, 2021, 2022

	2022	2021	2020	2019
Mean gender pay gap in hourly pay	5%	4%	7%	5%
Median gender pay gap hourly pay ⁽¹⁾	-1%	-2%	-2%	-1%
Mean bonus gender pay gap	0%	0%	0%	0%
Median bonus gender pay gap	0%	0%	0%	0%

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