



GENDER PAY GAP REPORTING 2024

1 INTRODUCTION & REPORTING REQUIREMENTS

The Academy is required to publish its gender pay gap under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 in line with criteria set by the UK Government.

The six reportable metrics are:

- i. mean gender pay gap (average value)
- ii. median gender pay gap (middle value)
- iii. mean bonus payment gender pay gap
- iv. median bonus payment gender pay gap
- v. proportion of males and females receiving a bonus payment
- vi. proportion of males and females in each pay quartile band

2 WHAT IS THE GENDER PAY GAP

The gender pay gap looks at the difference in the mean and median pay, as an hourly rate, between male and female staff. It is not the same as equal pay. Equal pay comparisons look at the pay difference between male and female staff when performing work of equal value in the same or largely similar roles.

3 SCOPE OF THE REPORT

- The data for this exercise is taken from the Academy payroll covering the snapshot date of 31 March 2023.
- For staff working irregular hours, a twelve-week period preceding the snapshot date is used to identify average working hours.
- The data includes basic pay, London allowance, and other allowances where applicable.
- For the purposes of the calculations, a pay period of one month equates to 30.44 days.

4 RESULTS

The reported results are listed below for all full-pay relevant employees.

A percentage value of 0 indicates no gap, a positive percentage value favours male employees and a negative percentage value favours female employees.

i. Mean gender pay gap

Mean hourly rates of pay	March 2019	March 2020	March 2021	March 2022	March 2023
Male	£36.51	£40.90	£37.88	£40.77	£42.80
Female	£30.72	£33.94	£33.64	£34.28	£37.54
Mean gender pay gap	16%	16%	11%	16%	12%

ii. Median gender pay gap

Median hourly rates of pay	March 2019	March 2020	March 2021	March 2022	March 2023
Male	£39.54	£44.96	£40.25	£46.80	£47
Female	£34.65	£40.24	£40.25	£40.04	£42.23
Median gender pay gap	12%	10%	0%	14%	11%

iii. Mean bonus payment gender pay gap

Mean bonus payment	March 2019	March 2020	March 2021	March 2022	March 2023
Male	£485	£214.29	£333.33	£0	£0
Female	£4,250	£1,059.03	£0	£0	£0
Mean bonus payment gender pay gap	-776%	-394%	100%	0%	0%

iv. Median bonus payment gender pay gap

Median bonus payment	March 2019	March 2020	March 2021	March 2022	March 2023
Male	£165	£110	£0	£0	£0
Female	£1,750	£937.50	£0	£0	£0
Median bonus payment gender pay gap*	-961%	-752%	0%	0%	0%

* Bonus payments continue to be used infrequently, usually where a need exists to reward staff in recognition of one-off accomplishments over and above role requirements. The small number of payments may produce large statistical fluctuations, as is the case this year.

v. Proportion receiving a bonus payment

Proportion receiving a bonus payment	March 2019	March 2020	March 2021	March 2022	March 2023
Male	1%	1%	1%	0%	0%
Female	1%	1%	0%	0%	0%

vi. Proportion of males and females in each pay quartile

As at the snapshot date there were 638 employees of whom 53% were male and 47% female.

	March 2019	March 2020	March 2021	March 2022	March 2023
Upper quartile: total employees	150	139	148	200	160
Male	100 (67%)	98 (71%)	93 (63%)	132 (66%)	99 (62%)
Female	50 (33%)	41 (29%)	55 (37%)	68 (34%)	61 (38%)
Upper middle quartile: total employees	150	140	127	180	159
Male	85 (57%)	75 (54%)	63 (50%)	102 (57%)	95 (59%)
Female	65 (43%)	65 (46%)	64 (50%)	78 (43%)	64 (41%)
Lower middle quartile: total employees	150	140	133	180	159
Male	77 (51%)	67 (48%)	68 (51%)	85 (47%)	70 (44%)
Female	73 (49%)	73 (52%)	65 (49%)	95 (53%)	89 (56%)
Lower quartile: total employees	150	139	137	181	160
Male	64 (43%)	56 (40%)	62 (45%)	73 (40%)	67 (42%)
Female	86 (57%)	83 (60%)	75 (55%)	108 (60%)	93 (58%)

5 THE HIGHER EDUCATION SECTOR AND WHOLE ECONOMY

For the 2023 snapshot date, the Universities & Colleges Employer Association reported the median hourly gender pay gap in the HE sector in England as 10%. For 2012 HE institutions are reported as having a median of 20.7%. For 2023 the whole economy reported a median hourly gender pay gap of 14.3% and in 2012 this was 19.6%. *Source ONS ASHE.*

6 CONCLUSION

The headline gender pay gap analysis reports a mean gender pay gap of 12%, which is down from 16% the previous year, and a median gender pay gap of 11%, a decrease of 3%.

When looking at Academy gender pay by groups of workers, the following applies:

Professional services staff	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	-13 %	-16 %	-8%	-2%
Median gender pay gap	-4 %	-16 %	2%	-16%

Senior Academy part-time hourly paid teaching staff	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	9 %	6%	4%	5%
Median gender pay gap	0 %	0%	0%	0%

Junior Academy part-time hourly paid teaching staff	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	3 %	3%	6%	0%
Median gender pay gap	0 %	0%	0%	0%

Teaching staff on associate and head of department contracts	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	12 %	5%	4%	4%
Median gender pay gap	10 %	6%	-5%	0%

Senior Management Team	March 2020	March 2021	March 2022	March 2023
Mean gender pay gap	39 %	37%	44%	37%
Median gender pay gap	46 %	43%	47%	40%

The teaching body consists of industry leading musicians with portfolio careers who demand a high degree of flexibility and part-time working. Flexible working options are commonplace and well received across the institution and continue to be further embraced following the pandemic.

The Academy remains confident that men and women are paid equally for work rated as equivalent within the job evaluation scheme and for work of equal value. The Academy results remain comparable to the UK HEI sector.

The Academy remains committed to investing in its staff and to further addressing the gender pay gap.

7 HOW THE ACADEMY IS ADDRESSING THE GENDER PAY GAP

What we have achieved so far
We have implemented and continue to use name-blind staff recruitment, to reduce the opportunity for unconscious bias from the recruitment and selection process.

<p>We advertise our pay grade ranges on job adverts.</p>
<p>We are committed to fair and transparent job evaluation, using the Higher Education Role Analysis system. This determines the salary grades of Academy roles through an evidence-based, systematic approach.</p>
<p>We remain part of the UCEA network for the national negotiation of the annual cost of living pay award and are committed to progressing associated work on equality.</p>
<p>We reviewed our enhanced maternity leave provision and encourage staff to return to work with a range of flexible working options, including part-time working, flexible work patterns, working from home and job shares.</p>
<p>Post pandemic, we are offering a range of flexible working options to a greater number of staff; please note that for safeguarding reasons, teaching activity must be on-site.</p>
<p>We offer a variety of leave options, including carers leave and special leave, to assist with retaining staff who may have family caring responsibilities outside of work, and which continues to disproportionately affect more women than men in the UK.</p>
<p>We conduct an Equal Pay Audit every five years, assessing work of equal value against pay levels for groups of staff. This is a more detailed approach than the gender pay gap report.</p>
<p>We continue to promote a healthy work-life balance, with one of the lowest number of hours in the sector for a full-time equivalent working week, helping to meet out our commitment to equality, diversity and family-friendly policies.</p>
<p>We continue to use Equality Impact Assessments to identify and eradicate potential issues in upcoming plans, policies and initiatives.</p>
<p>We closely monitor the gender pay gap via our governance structure, at Governing Body, at Senior Management Team and through our established Equality, Diversity & Inclusion Committee.</p>
<p>We continue to see an increase in the number women being appointed to management, Head of Department, Senior Management and governance roles.</p>
<p>We have moved from two hourly rates to one standard hourly rate for Junior Academy teaching staff, which has assisted with the reduction of the gender pay gap there.</p>
<p>We continue to monitor closely the gender balance of applications against the gender balance of appointments made, to help identify potential points of unconscious bias.</p>
<p>We monitor academic promotions to identify potential unconscious bias and address this where required.</p>
<p>We have embedded a termly pay-review process, ensuring pay requests are linked to the institutional strategy and ensuring that gender balance is considered by the Pay Review Board.</p>
<p>We have conducted a pay rationalisation exercise, reducing the number of hourly rates for teaching staff across the institution.</p>
<p>We have had over 567 staff training sessions completed in relation to diversity, equity, inclusion and belonging.</p>

We have procured and implemented a new HR and Payroll system, enabling greater future management information analysis in 2022/23.

We have established a pay review board, to ensure that fairness and equality is central to our pay and reward systems.

We provided Equality, Diversity & Inclusion training to all new and existing members of the senior management team, and to members of the governing body in 2022/23.

What we will be doing

We shall continue to appoint all staff within the pay and grading structure and the new simplified hourly rates, linked to it.

We will continue to promote diversity, equity, inclusion and belonging training for all new and existing Academy staff, via collaborations with external organisations and through the online training system.

We will continue to monitor staff and student diversity by gender and all protected characteristics, via the Human Resources team and the Equality, Diversity and Inclusion Committee, taking steps to challenge discrimination, remove barriers to inclusion and promote equality throughout the Academy.

We will encourage HoDs to ensure they recognise and reward their staff members accordingly rather than wait for staff to ask. It's usually male teachers who complain the loudest about salary.

We will look at pay equity as par of our upcoming reward review project

We will manage salaries in line with our new rate structure – which we would hope will have an impact going forward.

Cengiz Ali
Director of Human Resources

March 2024