

Gender Pay Gap Summary Report

April 2024



Royal College of Art
Postgraduate Art & Design



Integrity



Curiosity



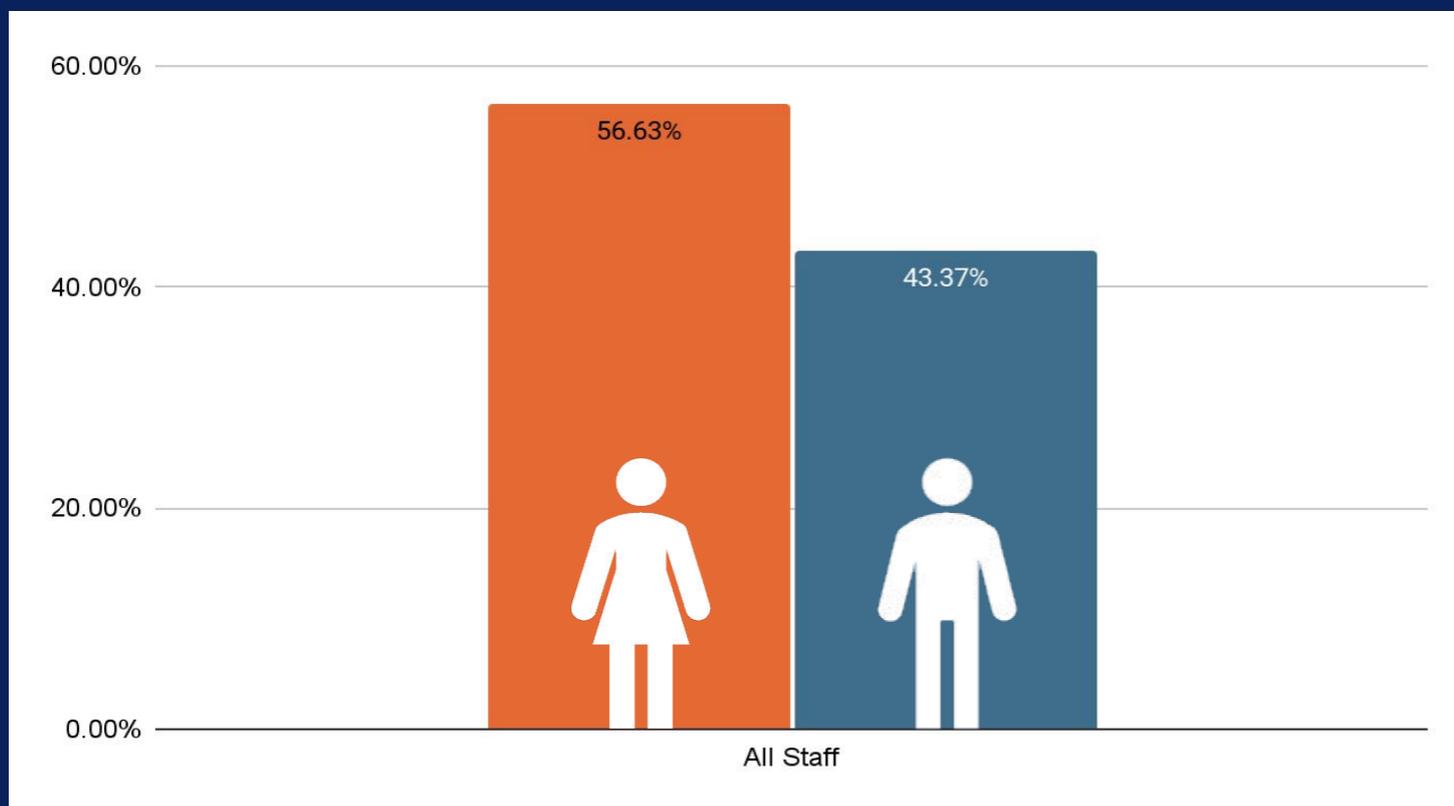
Inclusion



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RCA in visuals (5 April 2023)

All staff by gender



RCA staff by Gender

*this includes Casual workers who formed part of the Gender Pay Gap report with almost 57% of our workforce being women.



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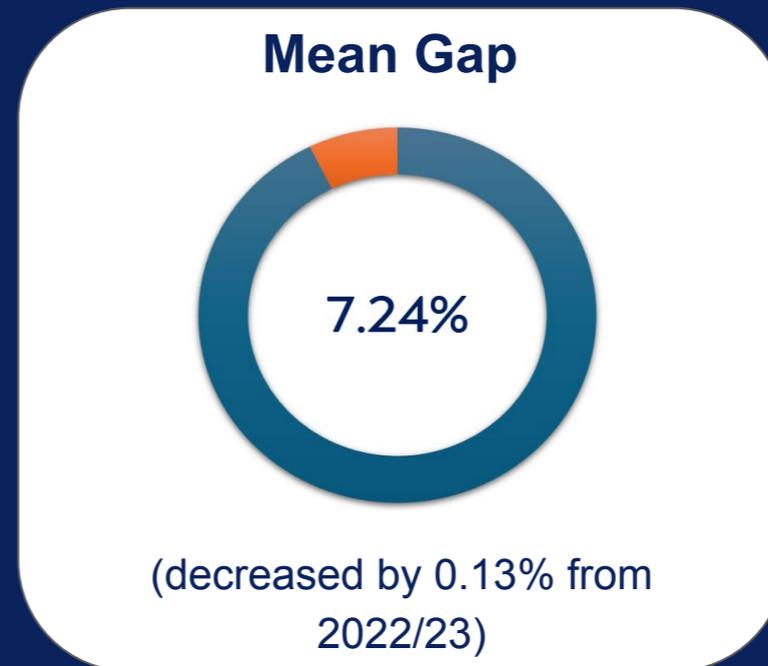
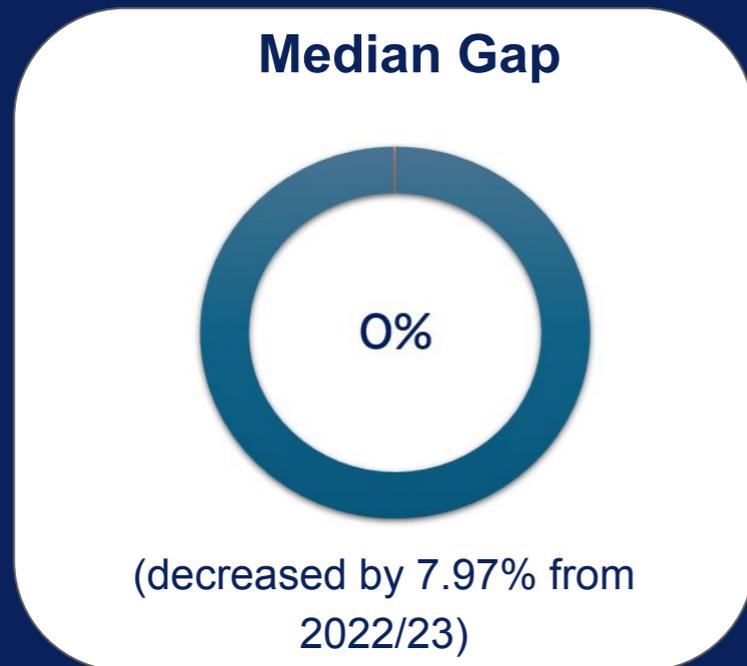


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RCA Gender Pay Gap 2023/24



The RCA does not have a median Gender Pay Gap.

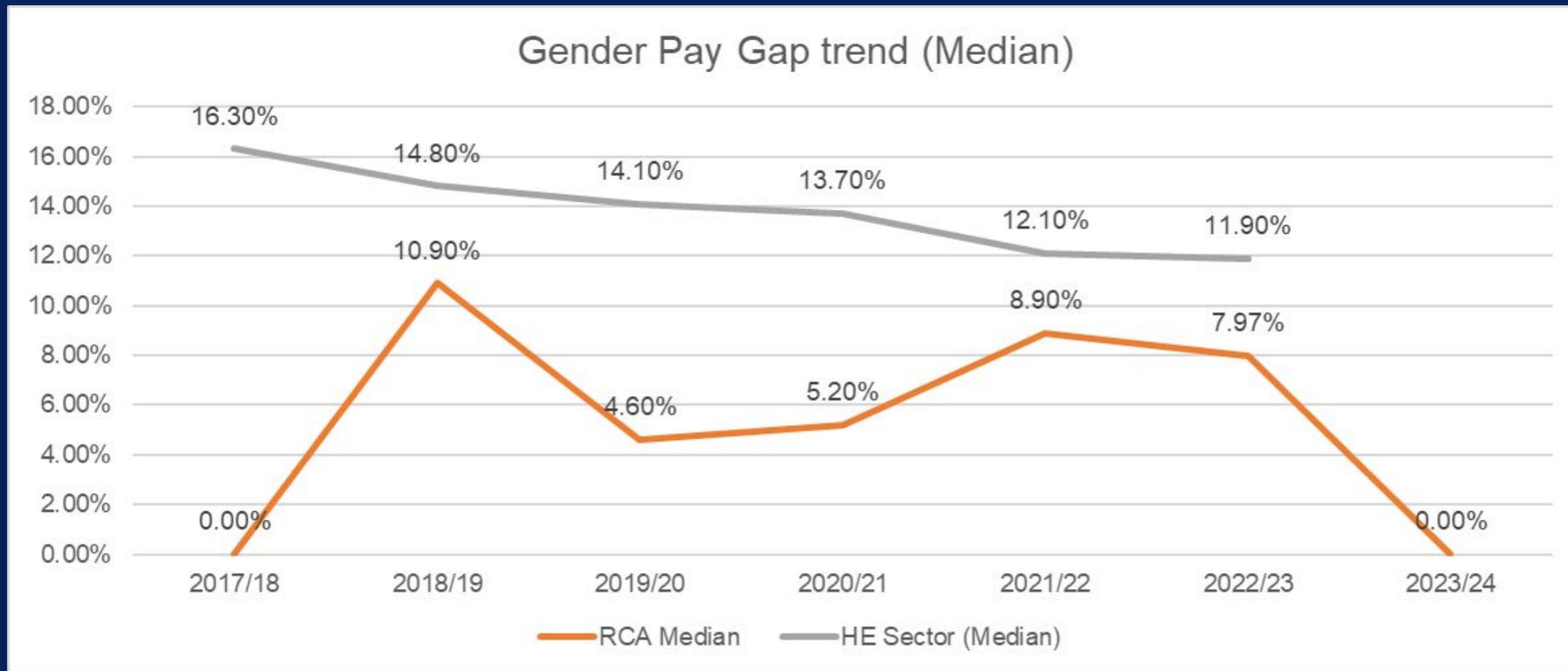
The Median Gap provides a more representative measure of typical earnings by comparing the middle salary for men against the middle salary for women, thereby reducing the impact of outliers.

This figure is based on a 'snap shot' position of our organisation as at 5th April 2023, which is the date required to be used for 2024 publication.

We believe one of the key factors that has contributed to our pay gap being 0% is the decasualisation activity that has resulted in females making up 53% of our Associate Lecturer workforce.



Our 7 Year Trend



Despite the fluctuations in RCA's median pay gap, it has remained consistently below the sector average for the past 6 years.



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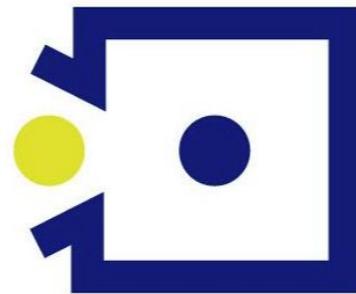


Inclusion



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Prepared by People & Culture



Inclusion



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