CONTENTS

Background 3
Royal Botanic Gardens, Kew – gender pay gap 4
Gender pay gap trend 4
Bonus gender pay gap 5
Hourly pay quartiles 6
Gender make-up of Kew 7
Analysis of the gender pay gap – Kew 8
Conclusion 12
Working to reduce the gender pay gap 12
**Background**

It is a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Kew’s obligations are therefore to report on ‘core’ Kew and not Enterprises (Commercial and Foundation), which is a separate employer with fewer than 250 employees. As such, the data has been gathered with regard to Kew only; however, in this report we do show the gender make-up of Enterprises (Commercial and Foundation) for information.

The regulations require relevant organisations to publish their gender pay gap data by 30 March 2020, using figures calculated on 31 March 2019. This is a single point in time and so may not reflect the current situation.

An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Average bonus gender pay gap as a mean average
4. Average bonus gender pay gap as a median average
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. Proportion of males and females in each group when the workforce is divided into four groups, ordered from lowest to highest pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. Having a gender pay gap does not imply (or rule out) unequal pay. It more likely means that an organisation has an uneven distribution of genders at different levels. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

An organisation must report their findings in a set way on the following website gender-pay-gap.service.gov.uk/Viewing/search-results?p=2&s=R&s=O&s=X&search=V&y=2017 and can, if they choose, provide a narrative on their own website.

Last year, by the deadline of 4 April 2019, 10,440 companies had reported their gender pay gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Those figures showed that a male’s mean hourly pay was 13.1% higher than a female’s and the median hourly rate for a male was 9.6% higher than for a female. Kew’s gender pay gap for that time period showed that a male’s mean hourly pay rate was 8.2% higher than a female’s and the median hourly rate for a male was 2.2% higher than for a female.

Royal Botanic Gardens, Kew (Kew), is based at two locations – one in Kew, Richmond and the other at Wakehurst, West Sussex. This report fulfils Kew’s reporting obligations and goes further in analysing the figures in more detail, which will help shape future policy. Kew supports the fair treatment and reward of all its employees regardless of gender.
Gender pay gap report 2020

Royal Botanic Gardens, Kew – gender pay gap

Mean pay gap = 11.85%  Median pay gap = 6.85%

The average (mean) hourly rate for males is 11.85% higher than females and the median hourly rate is 6.85% higher.

Royal Botanic Gardens, Kew uses grades similar to those in the Civil Service, ranging from administration level grades to Senior Civil Servant (executive level grade). Grades vary according to the level of responsibility that employees have. Each grade has a set pay range.

Staff are expected to move through the pay range for their grade. Therefore, the longer the period of time that someone has been in a grade, the more we would expect them to earn, irrespective of their gender.

Gender pay gap trend

The chart below shows the gender pay gap at Kew over three years, since the first reporting year in 2018.
Bonuses* gender pay gap

*For Royal Botanic Gardens, Kew this includes non-consolidated payments paid to staff as part of the ‘You made a difference’ scheme.

Proportion of women and men receiving bonus

9%       7%

Mean bonus gap = 3.57%  Median bonus gap = 0%
Hourly pay quartiles

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile</td>
<td>57.14%</td>
<td>42.86%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>67.51%</td>
<td>32.49%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>63.59%</td>
<td>36.41%</td>
</tr>
<tr>
<td>Upper quartile</td>
<td>47.72%</td>
<td>52.28%</td>
</tr>
</tbody>
</table>

The hourly pay quartiles data show the proportion of men and women that are in each pay quartile, when we arrange staff in order of hourly pay rate. The lower quartile of staff comprises 57.14% female staff and the upper quartile comprises 47.72% female staff.
Gender make-up of Kew

A breakdown of gender representation at each grade is shown below for RBG Kew and Kew Enterprises (Commercial and Foundation).

### RBG Kew

![Gender representation graphic]

59% of staff are women

<table>
<thead>
<tr>
<th>Grade (increasing seniority)</th>
<th>Number of men</th>
<th>% of total men who work at this grade*</th>
<th>Number of women</th>
<th>% of total women who work at this grade*</th>
<th>% of persons at this grade who are women</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>27</td>
<td>8%</td>
<td>51</td>
<td>11%</td>
<td>65%</td>
</tr>
<tr>
<td>B</td>
<td>68</td>
<td>21%</td>
<td>96</td>
<td>21%</td>
<td>59%</td>
</tr>
<tr>
<td>C</td>
<td>45</td>
<td>14%</td>
<td>130</td>
<td>28%</td>
<td>74%</td>
</tr>
<tr>
<td>D</td>
<td>55</td>
<td>17%</td>
<td>70</td>
<td>15%</td>
<td>56%</td>
</tr>
<tr>
<td>E</td>
<td>47</td>
<td>15%</td>
<td>50</td>
<td>11%</td>
<td>52%</td>
</tr>
<tr>
<td>F7</td>
<td>23</td>
<td>7%</td>
<td>25</td>
<td>7%</td>
<td>52%</td>
</tr>
<tr>
<td>F6</td>
<td>16</td>
<td>5%</td>
<td>9</td>
<td>2%</td>
<td>36%</td>
</tr>
<tr>
<td>SCS</td>
<td>8</td>
<td>2%</td>
<td>2</td>
<td>0.4%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*Percentages may not total 100 due to rounding.*
Analysis of the gender pay gap – Kew

To understand if there are any specific areas where the gender pay gap is prevalent, we have conducted a further analysis by grade.

Grade A

<table>
<thead>
<tr>
<th>Mean pay gap</th>
<th>Median pay gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>-4.21%</td>
<td>-6.34%</td>
</tr>
</tbody>
</table>

In grade A the average hourly pay is 4.21% higher for females and the median is 6.34% higher for females.

Grade B

<table>
<thead>
<tr>
<th>Mean pay gap</th>
<th>Median pay gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.10%</td>
<td>0.70%</td>
</tr>
</tbody>
</table>

In grade B the average hourly pay is 0.10% higher for males and the median is 0.70% higher for males.
In grade C the average hourly pay is 1.82% higher for males and the median is 3.06% higher for males.

In grade D the average hourly pay is 1.82% higher for males and the median is 2.87% higher for males.

In grade E the average hourly pay is 1.76% higher for males and the median is 4.5% higher for males.
Grade F7

Mean pay gap 3.01%
Median pay gap 6.44%

In grade F7 the average hourly pay is 3.01% higher for males and the median is 6.44% higher for males.

Grade F6

Mean pay gap 1.47%
Median pay gap -0.18%

In grade F6 the average hourly rate is 1.47% higher for males and the median is 0.18% higher for females.

Grade SCS

Mean pay gap 19.47%
Median pay gap 12.74%

In grade SCS the average hourly rate is 19.47% higher for males and the median is 12.74% higher for males.
Analysis

The data shows that both the mean and median pay gap between men and women has increased since the previous reporting period (based on data as at 31 March 2018), when the average (mean) hourly rate for males was 8.2% higher than females and the median hourly rate was 2.2% higher.

Analysis of the pay quartile data indicates that the distribution of women through the pay quartiles is largely unchanged since the previous report, apart from the lower quartile. The percentage of women in the lower quartile has increased by 5.54% since 2018 because we have employed more women than men in the grades A to C. The upper quartile comprises 47.72% women, a slight decrease of 0.88% since the previous report.

The grade analysis reveals that the most pronounced change is in the SCS grades, where the mean pay gap has increased from 2.28% in favour of men to 19.47%, and the median has increased from 3.01% to 12.74%. The proportion of women in these grades has also decreased, from 30% last year to 20% this year. This is due to changes in the gender profile of those grades during the reporting period. It should be noted that the sample size is small.

The mean pay gap has also shifted towards males in grades C and F6 (e.g. in grade C this has changed from 3.61% in favour of women last year, to 1.82% in favour of men this year). In Bands E and F7, there remains a pay gap in favour of men, but this has narrowed since the previous report.

The data suggests that length of service continues to be a factor in the pay gap at Kew, with males having a higher length of service in most grades and therefore a higher overall average hourly rate for males in some grades. In Band C, the average length of service for males has increased by three years in the period between 2017 and 2018, but by only one year for females in the same period, the difference being four years. This may in part explain the change in B and C.

However, the fact that there are a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, has an impact on our gender pay gap. Over half of women (245) were in roles in the lower and lower-middle pay quartiles, while 218 women were in the upper-middle and upper pay quartiles. This compares with 148 men in the lower and lower-middle pay quartiles, and 174 men in the upper-middle and upper pay quartiles.
Conclusion

Kew’s gender pay gap has widened since the previous reporting period, by 3.65% for the mean pay gap and by 4.65% for the median pay gap. There are three main factors that have impacted on our gender pay gap in the last year. The first is the greater proportion of men in the most senior grades where the pay is highest compared to the previous year, brought about by some departures of senior women and recruitment of males in these grades. The second factor is the increase of numbers of women in the lower pay quartile compared to the previous year, mainly driven by recruitment of more women in the lower pay grades compared to males. The third factor is the differences within grades in relation to the average length of service of males, which is greater than for females in some grades and impacts where people are on the pay scale.

Working to reduce the gender pay gap

Kew:

- Actively supports women to work at Kew or return to work from maternity, shared parental or adoption leave, removing barriers and utilising a range of flexible working options. These opportunities are available to all employees irrespective of gender.

- Will continue to monitor pay to identify pay differences; for example, in 2018 we carried out a short form Equal Pay Audit and will continue to monitor starting salaries.

- In 2018 launched a mentoring scheme to support career development.

- Will use results to assess levels of gender equality and the balance of men and women at different levels, and review data on recruitment and promotion.

- Will launch its first Equality, Diversity and Inclusion Strategy in 2020, setting out our key priorities to ensure Kew is an equal, diverse and inclusive employer.

- Plans to submit its application for Athena SWAN accreditation.