

# Kew

Royal Botanic Gardens

Version: 2021

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**Gender pay gap external report**  
**Royal Botanic Gardens, Kew**

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### 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 RBG Kew and not RBG Kew Enterprises (Commercial and Foundation), which is a separate employer with fewer than 250 employees.

The regulations require relevant organisations to publish their gender pay gap data, using figures calculated on 31 March 2020. 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 men receiving a bonus payment and proportion of women receiving a bonus payment.
6. Proportion of men and women in each group, when the workforce is divided into four groups ordered from lowest to highest hourly pay.

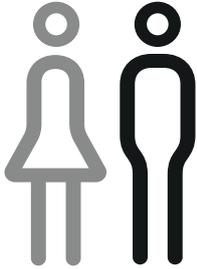
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. Having a gender pay gap does not imply (or rule out) 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 specified format on the government website: [gov.uk/report-gender-pay-gap-data](https://gov.uk/report-gender-pay-gap-data). They can, if they choose, provide a narrative on their own website.

In 2020, due to COVID-19, the requirement to publish gender pay gap data was suspended. This inevitably impacted the amount of data available for 2020 – approximately 550 employers (including Kew) published gender pay gap data in 2020, compared with 10,440 in 2019. Of those who reported in 2020, figures showed that a man's mean hourly pay was 15.8% higher than a woman's and the median hourly rate was 15.3% higher for men. Kew's gender pay gap for that reporting period showed that a man's mean hourly pay rates was 11.85% higher than a woman's and the median hourly rate for men was 6.85% higher than for women.

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.

**Royal Botanic Gardens, Kew – Gender pay gap**



Mean pay gap = 12.64%



Median pay gap = 10.87%

The average (mean) hourly rate for men is 12.64% higher than for women and the median hourly rate is 10.87% higher.

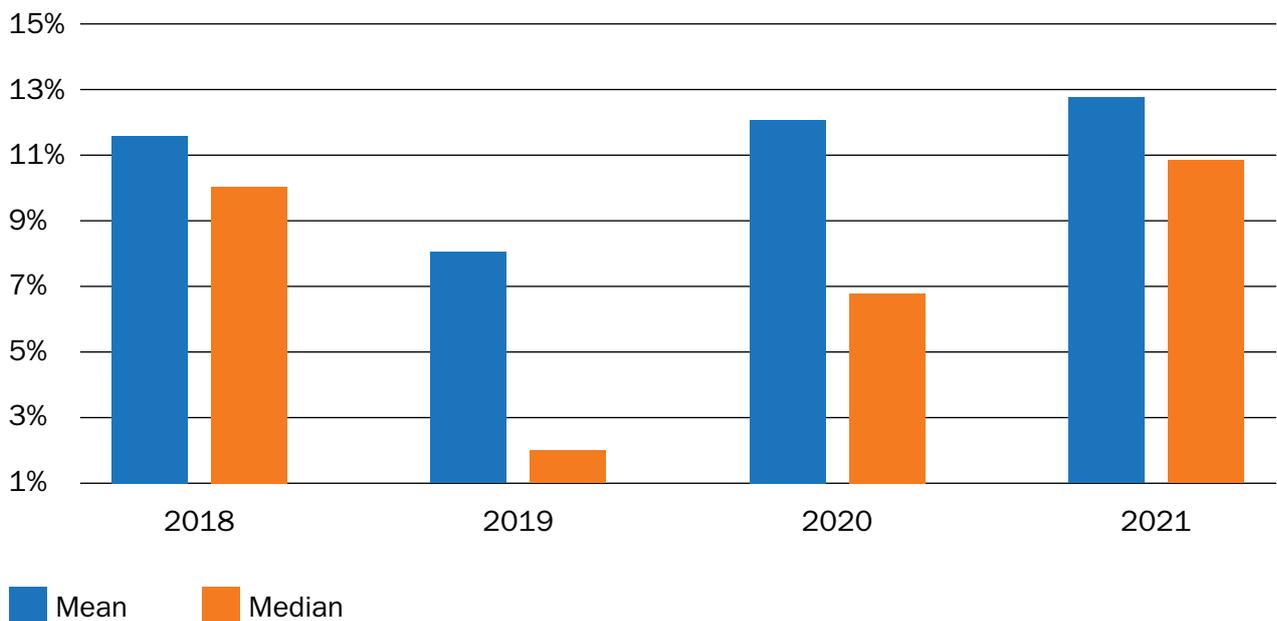
Kew uses grades similar to those in the Civil Service, ranging from administration level grades to Senior Civil Servant (executive level grade). Grades vary according to the level of responsibility that employees have. Each grade has a set pay range.

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 four years, since the first reporting year in 2018.

**RBG Kew gender pay gap 2018 – 2021**

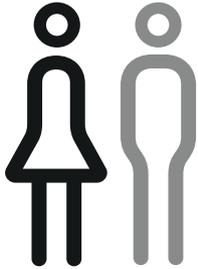


Kew's gender pay gap has remained at around the same level over the past four years, with the exception of the 2019 reporting year which saw a drop, due in part to a higher proportion of female new starters in the upper-middle and upper pay quartiles during the reporting period.

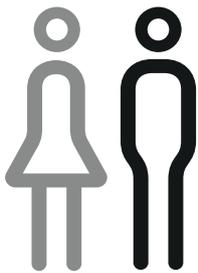
**Bonus\* gender pay gap**

\*For RBG Kew this includes non-consolidated payments paid to staff as part of the 'You made a difference' scheme.

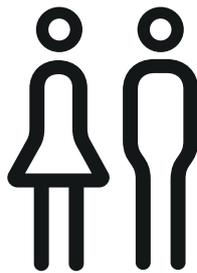
**Proportion of women and men receiving bonus**



Women = 8.81%  
Men = 6.70%

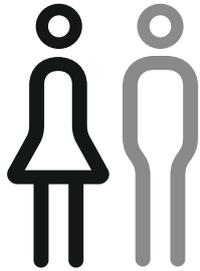


Mean bonus gap = 0.23%

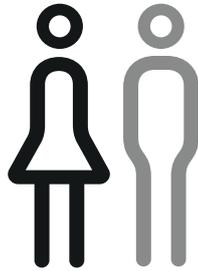


Median bonus gap = 0%

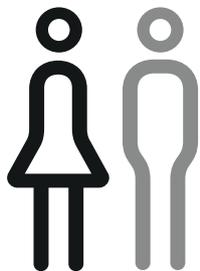
**Hourly pay quartiles**



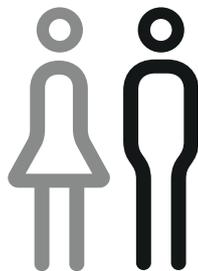
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

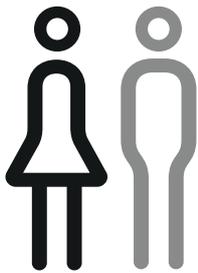
	Female	Male
Lower quartile	63.04%	36.96%
Lower middle quartile	64.58%	35.42%
Upper middle quartile	62.05%	37.95%
Upper quartile	48.21%	51.79%

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 of 63.04% female staff and the upper quartile comprises of 48.21%.

**Gender make-up of Kew**

A breakdown of gender representation at each grade is shown below for RBG Kew.

**RBG Kew**



**59% of staff are women**

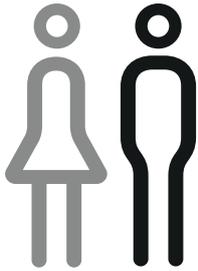
Grade (increasing seniority)	Number of men	% of total men who work at this grade*	Number of women	% of total women who work at this grade*	% of persons at this grade who are women
A	38	9%	78	15%	72%
B	72	20%	101	19%	58%
C	49	13%	147	28%	75%
D	57	16%	70	13%	55%
E	53	15%	55	10%	51%
F7	24	7%	30	6%	56%
F6	17	5%	9	2%	35%
SCS	7	2%	2	0.4%	29%

\*Percentages may not total 100 due to rounding. Figures do not include students.

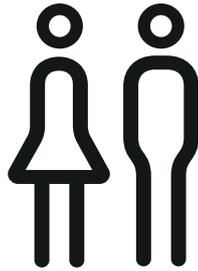
**Analysis of the gender pay gap – Kew**

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**

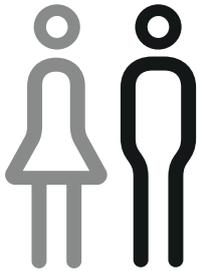


Mean pay gap  
1.94%



Median pay gap  
0%

**Grade B**

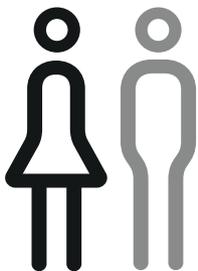


Mean pay gap  
0.40%

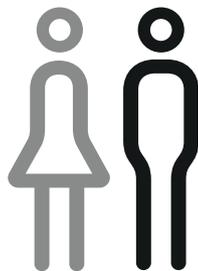


Median pay gap  
2.77%

**Grade C**

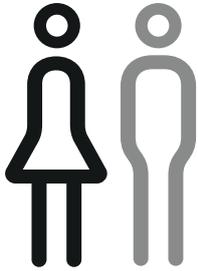


Mean pay gap  
-0.17%



Median pay gap  
2.15%

**Grade D**

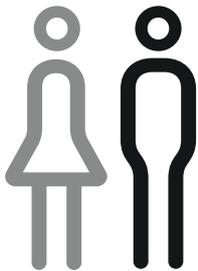


Mean pay gap  
-0.14%

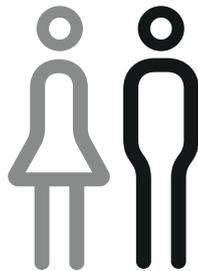


Median pay gap  
0.65%

**Grade E**

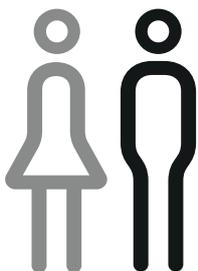


Mean pay gap  
3.37%

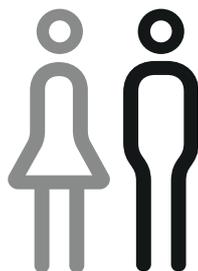


Median pay gap  
3.75%

**Grade F7**

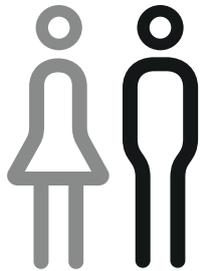


Mean pay gap  
1%

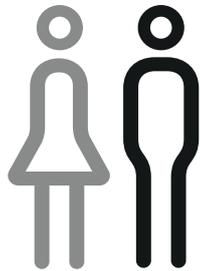


Median pay gap  
5.73%

**Grade F6**

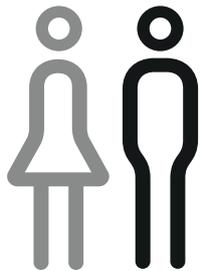


**Mean pay gap**  
1.72%

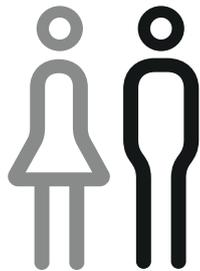


**Median pay gap**  
0.88%

**Grade SCS**



**Mean pay gap**  
19.44%



**Median pay gap**  
13.74%

**Analysis**

The data shows that the mean and median pay gaps between men and women have increased slightly since the previous reporting period (based on data as at 31 March 2019), when the average (mean) hourly rate for men was 11.85% higher than women and the median hourly rate was 6.85% 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 quartiles. The percentage of women in the lower quartile has increased by 5% since the last report, and in the lower middle quartile by 3%. This is because we continue to recruit more women than men in grades A to C. The upper quartile comprises 48.21% women, a slight increase of 1% since the previous report.

The grade analysis reveals that the most pronounced change is in grade A, where the mean pay gap has changed from -4.21% in favour of women to 1.94% in favour of men. This may be due to the relatively high number of women recruited into this grade in the reporting period (39 women versus 14 men). Although the average starting salary for the women recruited was slightly higher than for the men recruited, this intake would have increased the proportion of women in the grade who are at or near the bottom of the pay band.

In all other grades, since the previous report the pay gap has either narrowed slightly or remains broadly unchanged, with the exception of grade E where the gap in favour of men has increased slightly from 1.76% to 3.37%.

The most significant gap continues to be in the SCS grades (19.44%), due to the lower proportion of women in these grades (29%) and in particular the higher SCS2 pay bracket. It should be noted that the sample size is small.

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, contributing to a higher overall average hourly rate for males in some grades.

### Conclusion

Kew's gender pay gap has widened slightly since the previous reporting period, by 0.79% for the mean pay gap and by 4.02% for the median pay gap. There are three main factors that impact on our gender pay gap. The first is the continued greater proportion of men in the most senior grades where the pay is highest. The second factor is the continued higher proportion of women in the lower pay quartiles, which has increased slightly since last year mainly driven by recruitment of more women in the lower pay grades compared to men. The third factor is the differences within grades in relation to the average length of service for men, which is greater 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.
- We will continue to monitor pay to identify pay differences. In 2018, for example, Kew carried out a short-form Equal Pay Audit and will continue to monitor starting salaries.
- We operate a mentoring scheme to support career development.
- We 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.
- We launched our first Equality, Diversity and Inclusion Strategy in 2020, setting out our key priorities to ensure Kew is an inclusive employer.
- We are preparing to submit an application for Athena SWAN accreditation.