

# Kew

Royal Botanic Gardens

Version: 2022

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

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### Background

The Royal Botanic Gardens, Kew (Kew), is based at two locations, one in Richmond, south-west London, and the other at Wakehurst, West Sussex.

It is a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Kew's obligations are 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 by 30 March 2022, on data as at 31 March 2021. This is a single point in time and 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

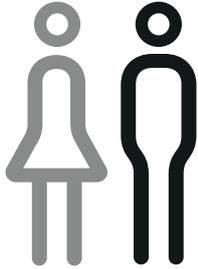
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay someone unequally because they are a man or a woman. Kew operates a job evaluation scheme which is recognised as a consistent, fair and objective method for determining the grade of jobs in the organisation based on levels of responsibility, and significantly reduces the likelihood of equal pay issues arising. 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 gov.uk website ([Report your gender pay gap data – GOV.UK](#)) and can, if they choose, provide a narrative on their own website.

In 2021, approximately 10,211 employers (including Kew) published gender pay gap data. Figures showed that, of those who reported, on average a man's mean hourly pay was 13.9% higher than a woman's and the median hourly rate was 12.5% higher for men. Kew's gender pay gap for that reporting period showed that a man's mean hourly pay rate was 12.6% higher than a woman's and the median hourly rate for men was 10.8% higher than for women.

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.

**RBG Kew gender pay gap**



Mean pay gap = 11.7%



Median pay gap = 12.7%

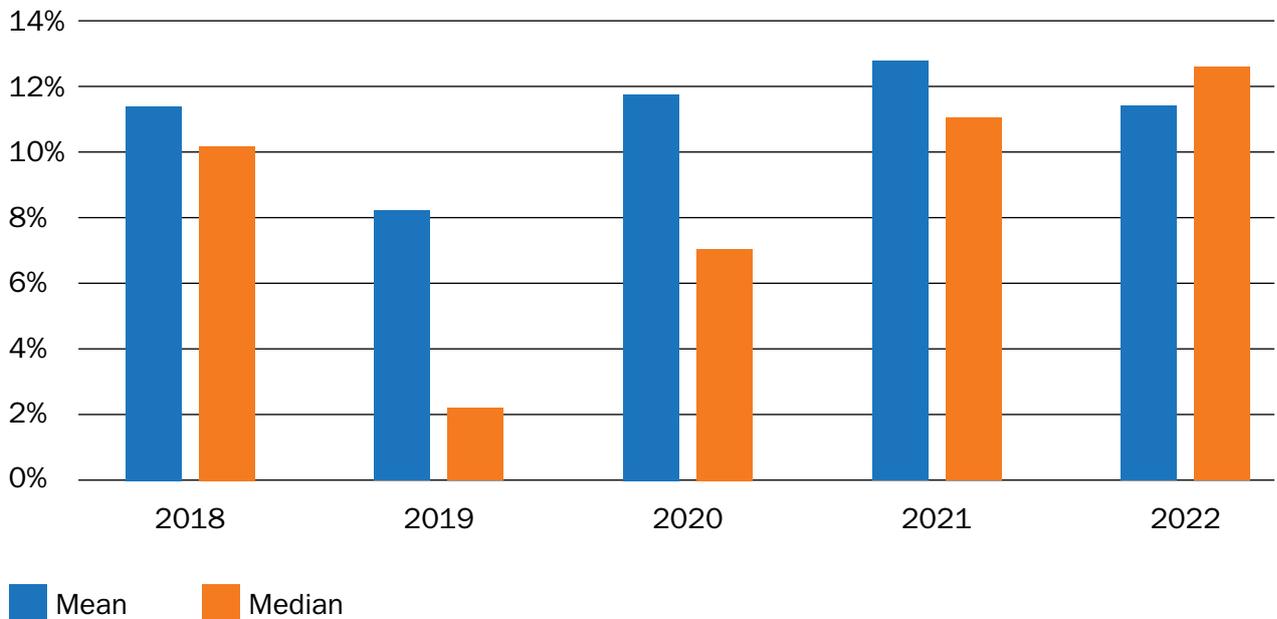
The average (mean) hourly rate for men is 11.7% higher than for women and the median hourly rate is 12.7% higher.

Kew uses grades similar to those in the Civil Service, ranging from administration-level grades to Senior Civil Servant (executive-level grade). Each grade has a set pay range.

**Gender pay gap trend**

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

**RBG Kew gender pay gap 2018 - 2022**

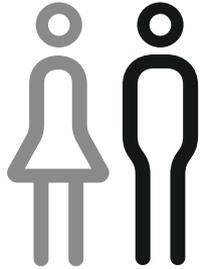


Kew's gender pay gap has remained at around the same level over the past five years, with the exception of the 2019 reporting year which saw a drop, due in part to a higher proportion of female new starters in the upper-middle and upper pay quartiles during the reporting period.

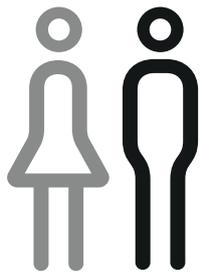
**Bonus\* gender pay gap**

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

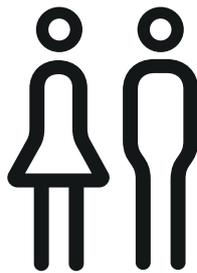
**Proportion of women and men receiving bonus**



Women = 3.3%  
Men = 3.7%



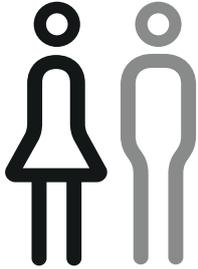
Mean bonus gap = 5.9%\*



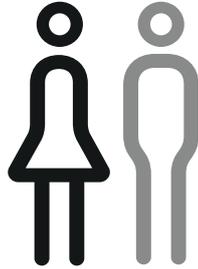
Median bonus gap = 0%

\*Due to one male employee receiving two awards in the reporting period

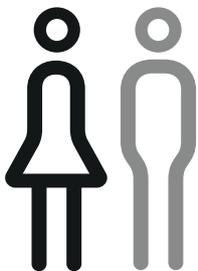
**Hourly pay quartiles**



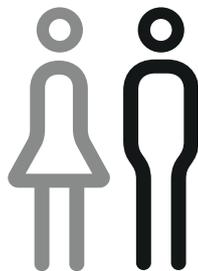
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

	Female	Male
Lower quartile	61.2%	38.8%
Lower middle quartile	65.1%	34.9%
Upper middle quartile	60.4%	39.6%
Upper quartile	48.4%	51.6%

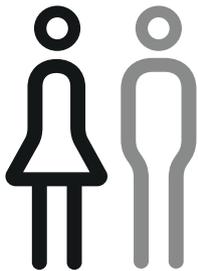
The hourly pay quartiles data show the proportion of men and women that are in each pay quartile, when we arrange staff in order of hourly pay rate. The lower quartile of staff comprises 61.2% female staff and the upper quartile comprises 48.4%. The proportions are largely unchanged since the previous reporting period, i.e. less than 5%.

**Gender make-up of Kew**

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

Data is based on employees in post and on payroll as at 31 March 2021, in scope for gender pay gap reporting.

**RBG Kew**



**59% of staff are women**

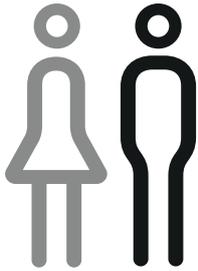
Grade (increasing seniority)	Number of men	% of total men who work at this grade*	Number of women	% of total women who work at this grade*	% of persons at this grade who are women
<b>A</b>	39	11%	71	14%	65%
<b>B</b>	71	19%	98	19%	58%
<b>C</b>	54	15%	151	29%	74%
<b>D</b>	60	16%	74	14%	55%
<b>E</b>	58	16%	60	11%	51%
<b>F7</b>	24	6%	29	6%	55%
<b>F6</b>	16	4%	9	2%	36%
<b>SCS</b>	6	2%	2	0.4%	25%

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

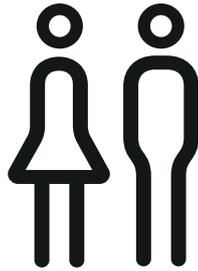
## Analysis of the gender pay gap

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

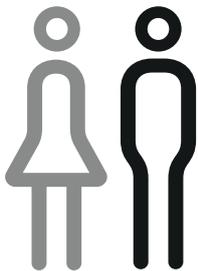


Mean pay gap  
2.9%

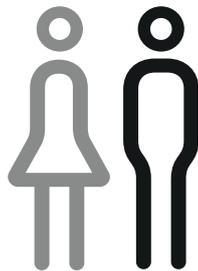


Median pay gap  
0%

### Grade B

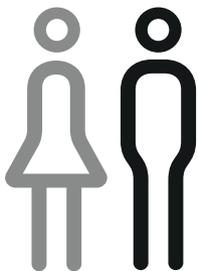


Mean pay gap  
0.40%

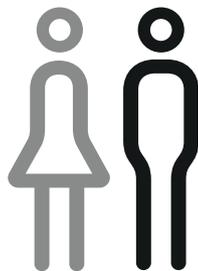


Median pay gap  
4.37%

### Grade C

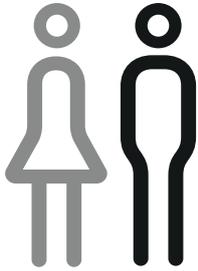


Mean pay gap  
0.58%

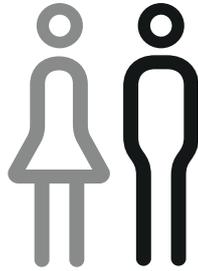


Median pay gap  
4.59%

**Grade D**

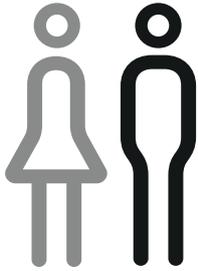


**Mean pay gap**  
1.92%



**Median pay gap**  
2.93%

**Grade E**

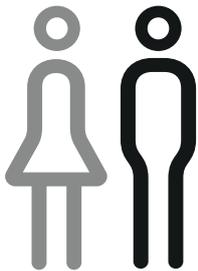


**Mean pay gap**  
2.95%

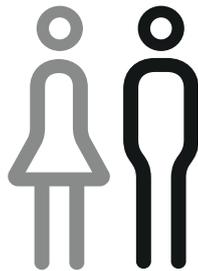


**Median pay gap**  
3.3%

**Grade F7**

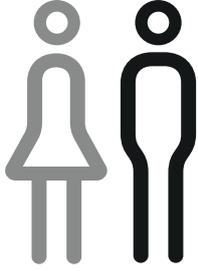


**Mean pay gap**  
1.89%

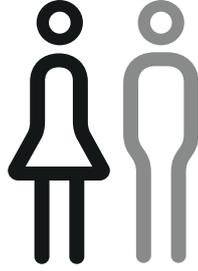


**Median pay gap**  
3.73%

**Grade F6**

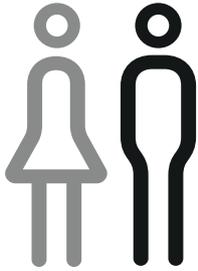


Mean pay gap  
0.63%



Median pay gap  
-2.21%

**Grade SCS**



Mean pay gap  
20.32%



Median pay gap  
10.03%

### Analysis

The data shows that the overall pay gap between men and women has not changed significantly since the previous reporting period. The mean pay gap has decreased slightly since the previous reporting period, and the median pay gap has increased slightly, but overall the picture remains the same. This is largely due to low levels of staff turnover during the reporting period (April 2020 – March 2021).

Analysis of the pay quartile data indicates that the distribution of women through the pay quartiles is also largely unchanged since the previous report, with a lower concentration of women in the upper quartile. The upper quartile comprises 48.4% women, in comparison with circa 60% in the lower, lower middle and upper middle quartiles. Although overall levels of recruitment were low during the reporting period, we continued to recruit more women than men particularly in the student grade, and grades A to C.

The grade analysis reveals some minor changes in the mean/median pay gaps from the previous reporting period, but no overall trend. For example, in grade B there has been an increase in the median pay gap (from 2.77% to 4.37%) but no movement in the mean pay gap (0.40%). The data shows a similar picture with Grade C. The mean and median pay gaps in Grade D have increased slightly, but decreased in Grades E and F6.

The most significant gap continues to be in the SCS grades (20.32%), due to the lower proportion of women in these grades (25%) and in particular the higher SCS pay brackets. It should be noted that the sample size is small so individual salaries can have a disproportionate impact on the overall figures.

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

### Conclusion

Kew's gender pay gap has remained largely unchanged since the previous reporting period. There remains an overall gap in favour of men although this is still below the national average. 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 and upper middle pay quartiles. 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 may have a bearing on where people are in the pay scale, particularly in cases where there is a legacy entitlement to contractual pay progression.

### Working to reduce the gender pay gap

- We continue to monitor pay and starting salaries and actively support 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, and we have enabled hybrid working for those whose job roles allow. These opportunities are available to all employees irrespective of gender.
- We have recruited a Head of Equality, Diversity and Inclusion to deliver the EDI strategy and a plan is being developed.
- We have published our first annual diversity dashboard which has identified some areas to address, and we have started work on a review of our recruitment and selection practices in light of this.
- We have submitted our application for Athena Swan accreditation, recognising our commitment to supporting women in science. An action plan prepared alongside this will be implemented over the next two years.