

# Kew

Royal Botanic Gardens

Version: 2024

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

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### CONTENTS

	<i>Page</i>
Background	3
Royal Botanic Gardens, Kew – Gender pay gap	4
Gender pay gap trend	4
Bonus pay and gap	5
Hourly pay quartiles	6
Gender make-up of Kew	7
Analysis of the gender pay gap	8
Grade analysis	9
Adjusted pay gap	10
Conclusion	11
Working to reduce the gender pay gap	11

### Background

The Royal Botanic Gardens, Kew (Kew), is based at two locations, one in Kew, Richmond 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 Ltd (Commercial and Development), which is a separate employer with fewer than 250 employees. The information has therefore been gathered with regard to RBG Kew only.

The regulations require relevant organisations to publish their gender pay gap data by 30 March 2024, on data as of 31 March 2023. So, the data reflect a point in time and may not represent 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 when divided into four groups (quartiles) ordered from lowest to highest pay.

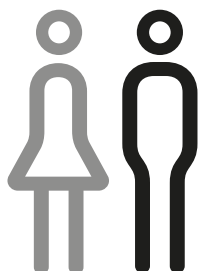
The gender pay gap is different to equal pay. The term equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay someone unequally because they are a man or a woman. Kew operates a job evaluation scheme which 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 (and can, if they choose, provide a narrative on their own website).

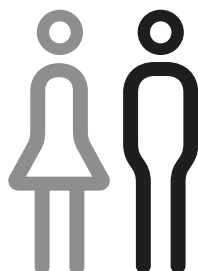
In 2023, approximately 10,842 employers (including Kew) published gender pay gap data based on data as of March 2022. Figures showed that, for those employers who reported, the mean hourly pay for men was 13.12% higher than for women, and the median hourly rate was 11.96% higher for men. Kew's gender pay gap for that reporting period showed that the mean hourly pay rate for men was 9.6% higher than for women and the median hourly rate for men was 13.4% 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.

## Royal Botanic Gardens, Kew – Gender pay gap



Mean pay gap = 9.44%



Median pay gap = 9%

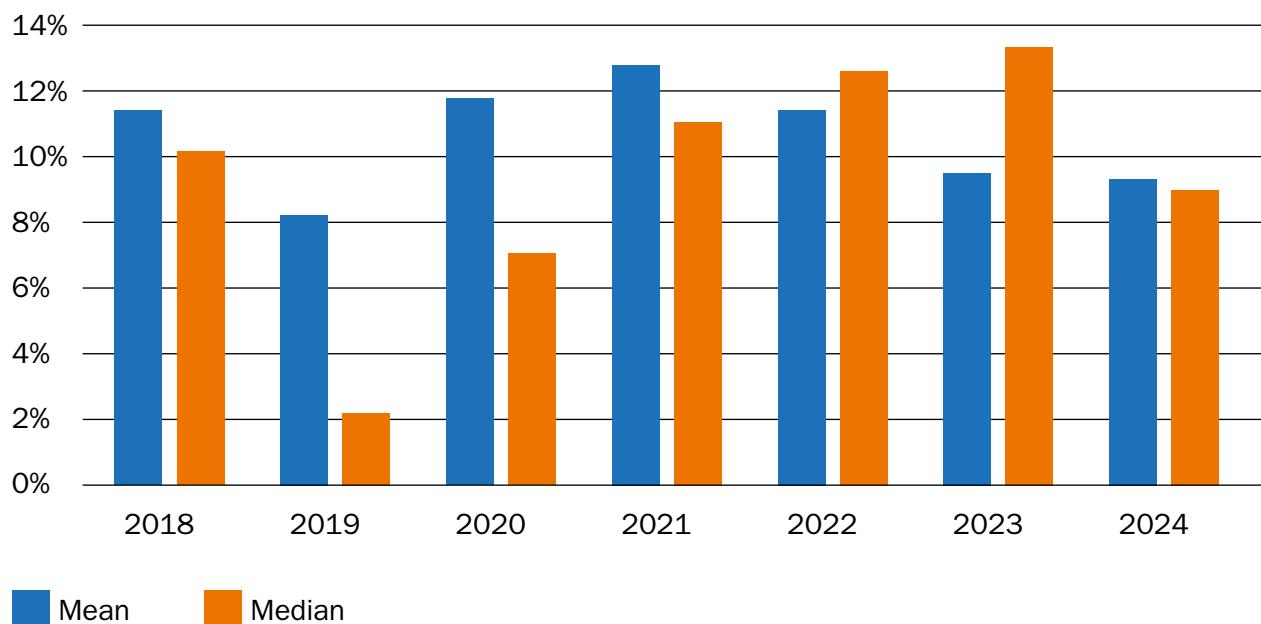
The average (mean) hourly rate for men is 9.44% higher than for women and the median hourly rate is 9% higher.

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 seven years, since the first reporting year in 2018.

RBG Kew gender pay gap 2018 – 2024

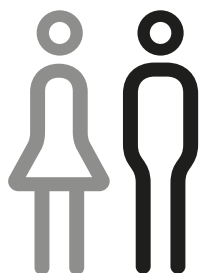


There is some indication that Kew's gender pay gap is beginning to reduce, as the mean pay gap has seen a steady decrease since 2021 and in the last 2 years has dropped below 10%. Prior to that period, it hovered between 10.5% and 12.5% (with the exception of the 2019 reporting year which saw a drop, due in part to a higher proportion of female new starters in the upper-middle and upper pay quartiles during the reporting period).

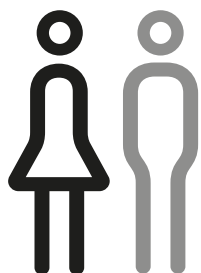
## Bonus pay\* and gap

\*For Kew, this consists of non-consolidated payments made to staff under the 'You made a difference' recognition award scheme and other non-consolidated payments. During the reporting period, a non-consolidated award was made to eligible employees as part of the 2022/23 pay settlement, hence the proportion of employees receiving a bonus is higher than in previous years.

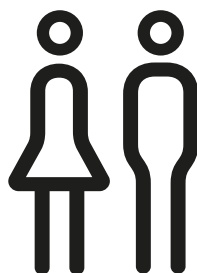
### Proportion of women and men receiving bonus



Women = 70.93%  
Men = 74.46%

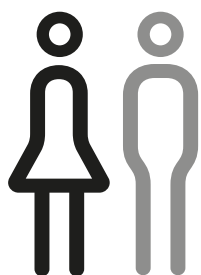


Mean bonus gap = -2.34%

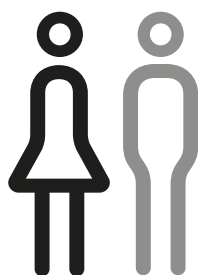


Median bonus gap = 0%

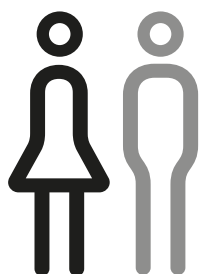
## Hourly pay quartiles



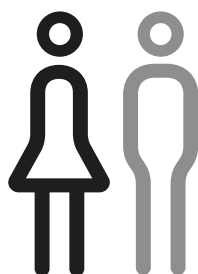
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

	Women	Men
Lower quartile	65.0%	35.0%
Lower middle quartile	63.6%	36.4%
Upper middle quartile	57.7%	43.3%
Upper quartile	52.6%	47.4%

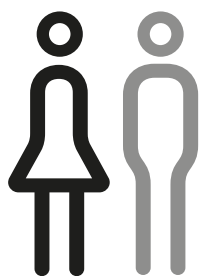
The hourly pay quartiles data show the proportion of men and women that are in each pay quartile, when we arrange staff in order of hourly pay rate. The lower quartile of staff comprises 65.0% women and the upper quartile comprises 52.6% women. The proportions are largely unchanged in most quartiles since the previous reporting period, i.e. less than 5% change. As with previous years, there is a higher concentration of female staff in the lower quartiles, however this year (unlike previous years) there are slightly more women than men in the upper quartile.

### Gender make-up of Kew

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

Data are based on employees in post and in scope for gender pay gap reporting as of 31 March 2023.

#### RBG Kew



**59% of staff are women**

Grade	% at this grade who are male	% at this grade who are female
BAND A	27%	73%
BAND B	41%	59%
BAND C	34%	66%
BAND D	44%	56%
BAND E	50%	50%
BAND F7	41%	59%
BAND F6	50%	50%
SCS	62%	39%

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

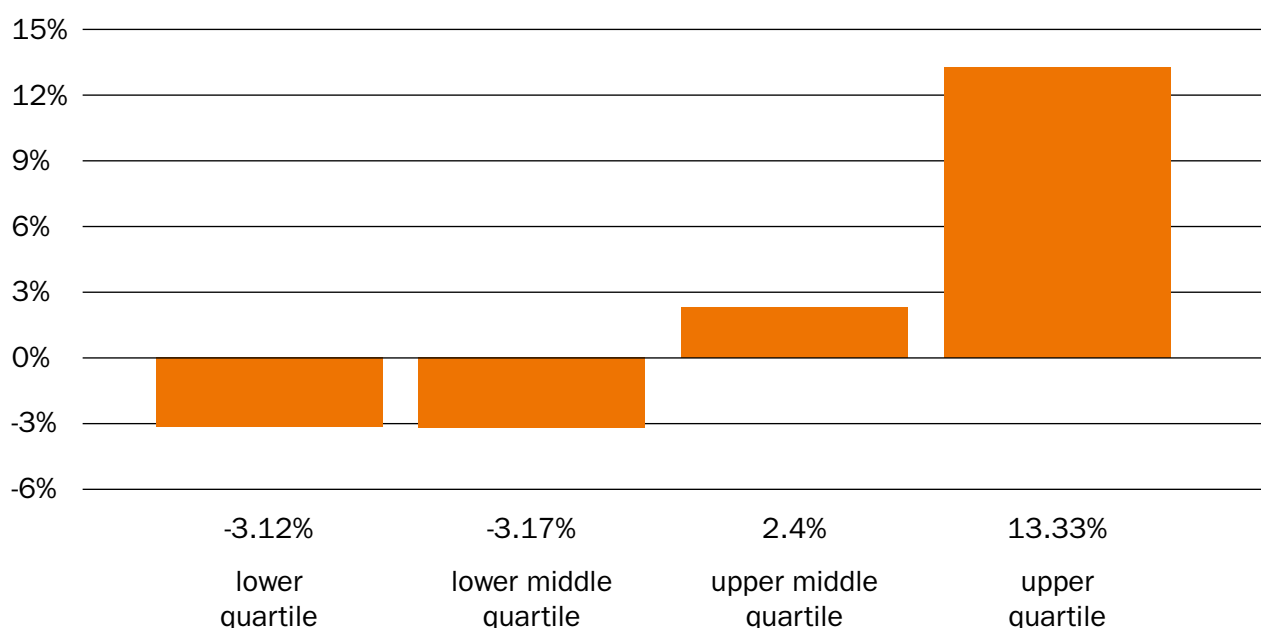
### Analysis of the gender pay gap

This year, we have invested in a new tool which allows us to analyse the data in greater detail and, in particular, to look at the contribution that different sub-groups and pay-determining factors make towards the overall gender pay gap.

The data show that the mean pay gap has decreased slightly since the previous reporting period, and the median pay gap has decreased significantly.

Analysis of the pay quartile data indicates that the distribution of women through the pay quartiles is largely unchanged since the previous report, with the exception of the upper quartile, where the proportion of women has increased (from 48.6% to 52.6%). This would account for the reduction in the median gender pay gap since the previous reporting period. There is still a higher concentration of women in the lower three quartiles.

The chart below shows how each quartile contributes in percentage points towards Kew's overall mean pay gap. We can see that the upper quartile is making the largest contribution.

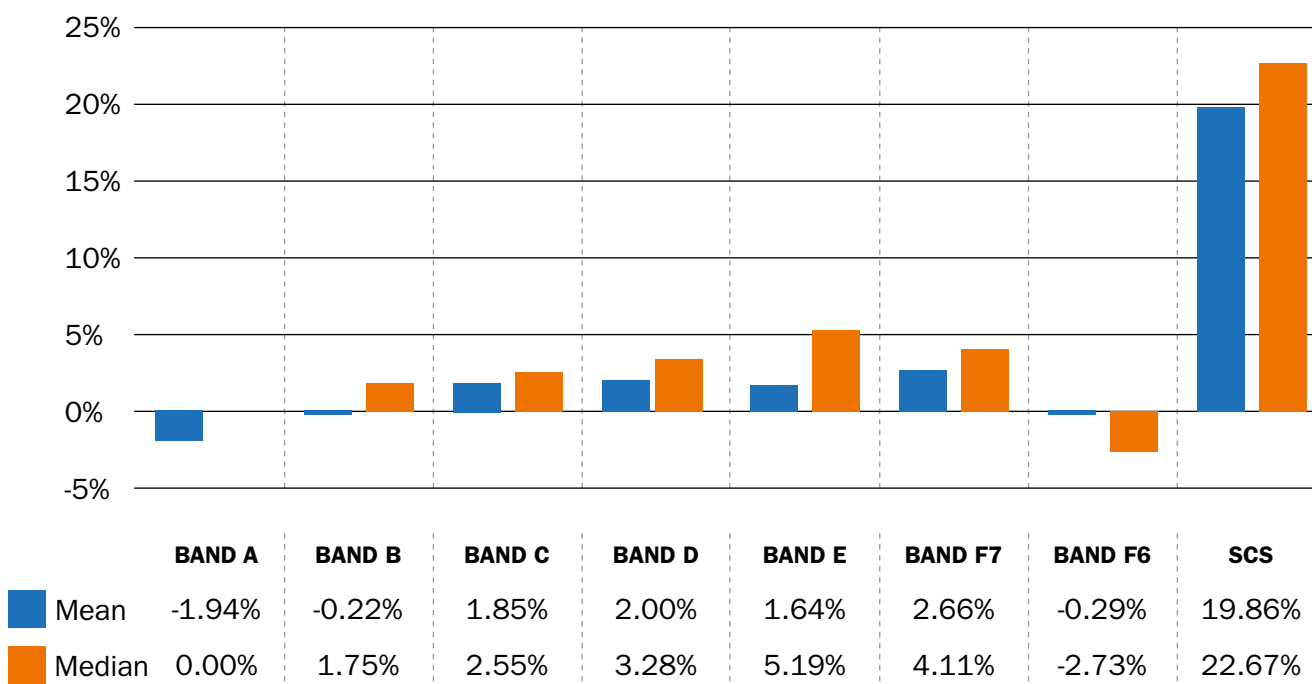




## Grade analysis

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

Gender pay gap within grades



Within grades, the analysis reveals that the gender pay gap continues to be highest in the higher grades, with the exception of F6. The pay gap in SCS grades remains the most significant gap, although it should be noted that the sample size in this grade is small, so individual salaries can have a disproportionate impact on the overall figures.

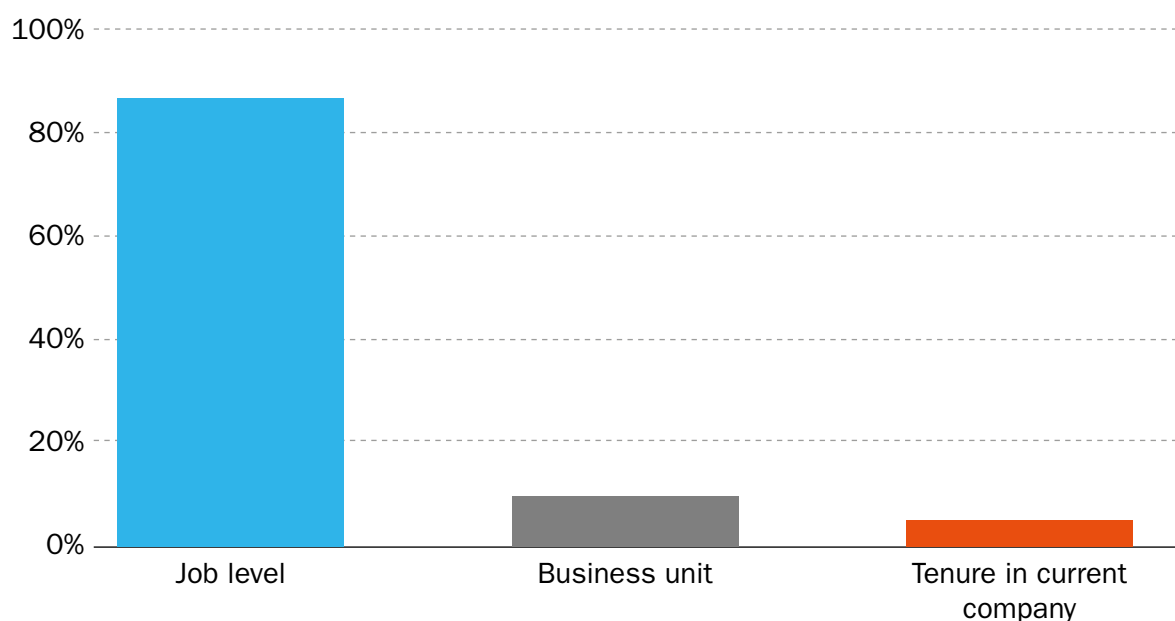
### Adjusted pay gap

The gender pay gap, for statutory reporting purposes, is the raw difference between the mean average pay between men and women.

The pay someone earns, however, depends on multiple different factors. The adjusted pay gap accounts for differing pay-determining characteristics, such as job level, tenure, location etc. This is done through regression analysis.

The adjusted pay gap is the unexplained portion of the gender pay gap, once these factors have been accounted for. For Kew, the mean adjusted pay gap is **1.07%**.

The chart below shows how each pay-determining characteristic (or variable) contributes to the explainable portion of Kew's gender pay gap. We can see that the biggest contributory factor in Kew's gender pay gap is job level (i.e. grade). To a lesser extent, business unit (directorates) and tenure are also contributory factors.



### Conclusion

There has been some movement in Kew's median gender pay gap since the previous reporting period, and the mean pay gap has fallen slightly. There remains an overall gap in favour of men (although the mean and median gaps are below the national average). The main factor that impacts our gender pay gap is the continued greater proportion of men in the most senior grade (SCS) where the pay is highest, and the higher proportion of women in the lower grades.

The data show that Kew has made some progress towards addressing the gender pay gap since the first reporting year, and that Kew is likely to see a further reduction in the gap if we continue to increase the representation of women in the most senior grades and the representation of men in the more junior grades.

### Working to reduce the gender pay gap

- We continue to monitor pay and starting salaries. Kew will carry out an equal pay audit in 2024 to identify any specific issues in relation to pay parity between men and women.
- Kew actively supports women to 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 an Equality, Diversity and Inclusion delivery plan that sets out the steps we will take to ensure Kew is a diverse and inclusive organisation.
- In 2023, we ran inclusive recruitment training for our hiring managers and made improvements to our job application process. This training programme will continue for all new hiring managers.
- We have achieved bronze level Athena Swan accreditation, which recognises our commitment to supporting women in science. An action plan prepared alongside this is currently being implemented.
- We have subscribed to a new pay tool that has enabled us to carry out more detailed analysis of our pay gap, which helps us to identify the factors which contribute towards the gender pay gap.