



RCSI GENDER PAY GAP REPORT 2023



STATEMENT FROM VICE CHANCELLOR & CEO / REGISTRAR

We are delighted to publish our second annual Gender Pay Gap report, thank you for taking the time to read it.

RCSI is an innovative, world-leading international health sciences university and research institution with undergraduate and postgraduate schools and faculties across the health sciences spectrum. We are home to numerous healthcare institutes as well as leading research centres driving pioneering breakthroughs in human health.

We are an independent, not-for-profit institution and remain committed to institutional independence, service, academic freedom, diversity, and humanitarian concern. Our independence enables us to chart our own course in service of excellence in human health.

In September 2023 we launched our new Strategy - Innovating for a Healthier Future 2023–2027. Our core mission to 'Educate, Nurture and Discover for the Benefit of Human Health' remains at the heart of everything we do. This strategy outlines how we plan to fulfil our mission over the next five years.

Equality, Diversity and Inclusion is one of the 4 core principles that guides our work and our commitment to gender equality and the Athena Swan Charter, is a key priority for the institution as outlined in our Strategic Plan.


As part of our commitment to improving equality for staff and students and increasing our diversity as an institution we renewed our Athena Swan Bronze Award this year with a new action plan in place to guide us towards our goal of a Silver Award in 2027. This commitment to improving gender representation is integral to our Athena Swan commitment and aligns with our goal to narrow the Gender Pay Gap.

This year we also introduced further policies to actively support employees in RCSI navigating life challenges including fertility, menopause and domestic violence.

Since our last report in December 2022 our mean Gender Pay Gap figure has increased by 1%.

Closing the Gender Pay Gap is a goal for my Senior Management team and I and represents a positive step for individuals, organisations, society and the economy. It will lead to greater diversity of thought, experience, and leadership styles in decision-making processes, for the benefit of both the university and the wider community as a whole.

We are on a journey, and while progress may not always be immediately visible in these reported figures I believe we are on the correct path and we are committed to sustained improvements.



Professor Cathal Kelly

Vice Chancellor & CEO / Registrar
December 2023

KEY POINTS

- At RCSI, we are committed to creating, fostering and sustaining an inclusive culture where staff and students can flourish.
- Our mean Gender Pay Gap as increased by 1% from last year but has still fallen over the past 5 years, while progress may not always be linear we are committed to continued improvement.
- Our Gender Pay Gap is caused by an over representation of females in administrative roles and under representation at the most senior levels in the institution
- Gender Pay Gap reporting forms part of a wider societal strategy to address female participation rates and employment gaps between genders in Ireland. It will not on its own address the underlying causes for these differences but it is an important driver for societal change.
- The true value of gender pay gap reporting will be in the further actions that will be taken to tackle the causes and influence change into the future

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in the average hourly wage of men and women across an organisation's workforce at all levels. It compares the pay of all men and women; not just those in similar roles.

It does not indicate discrimination or bias in pay, or even an absence of equal pay for equal value work – but it does report a gender representation gap and will capture whether women are equally represented across the institution at all levels.

ABOUT RCSI

Founded in 1784, RCSI is a single faculty higher education, professional training and research institution focussed on medicine and health sciences.

Today, RCSI is an innovative, leading international health sciences institution with undergraduate schools and faculties across the health sciences spectrum. RCSI is home to a number of healthcare institutes and leading research centres driving pioneering breakthroughs in human health.

RCSI is an independent, not for profit institution whose operating model is primarily self-funded with a relatively small percentage of its revenue derived from public sources. This funding model would differ from other universities in the higher education sector in Ireland.

RCSI has a progressive and equal outcome culture where its values shape and drive the performance of the individuals and of the institution as a whole. Staff sentiment towards RCSI as an employer is measured periodically and in a most recent survey 92% of employees surveyed recommended RCSI as a great place to work. The actions which RCSI has taken to date highlighted in this report, reflect a work environment and culture where staff can excel regardless of gender however we recognise that there is more to be done.

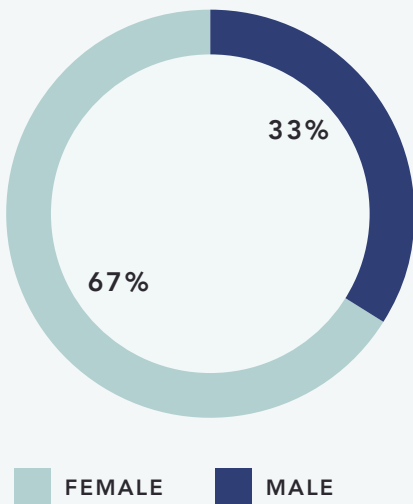
RCSI has a dedicated Equality Diversity and Inclusion Unit in place since 2017. RCSI's wider infrastructure ensures that gender equality and other equality grounds are effectively supported and embedded in RCSI culture and practice.

RCSI became a member of the Athena SWAN Charter in 2015. Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Athena Swan Charter is now being used across the globe to address gender equality. We are proud to have achieved a Bronze Institutional Award in 2018, which was renewed in 2023. We are now working towards applying for a Silver Award in 2027.

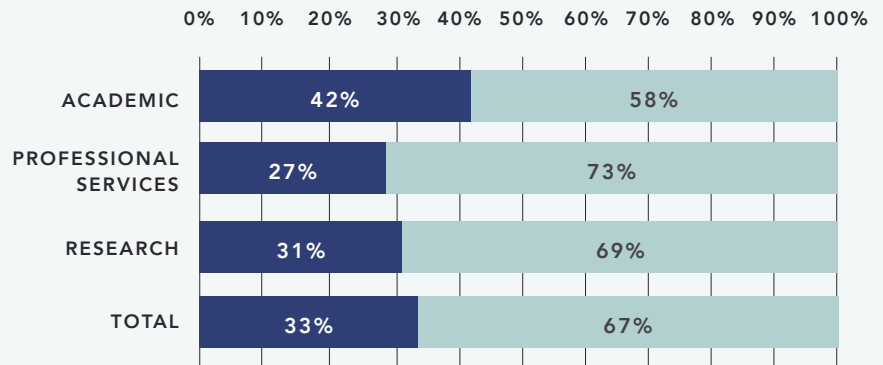
RCSI STAFF PROFILE

Our gender pay gap reporting is based on **1,411** staff employed with us in June 2023 across roles in Academia, Research & Professional Services.

STAFF BY GENDER



STAFF BY CATEGORY



In accordance with the government instructions for Gender Pay Gap reporting in Ireland, RCSI will be reporting on Female and Male staff.

RCSI'S GENDER PAY GAP

Based on pay in the 12 months up to June 2023 our gender pay gap is as follows;

	MEAN	MEDIAN
OVERALL HOURLY GENDER PAY GAP	17.4%	16.0%

The overall Hourly Gender Pay Gap is based on all earnings of all staff regardless of contract status or working hours.

The Mean hourly rate is calculated by calculating the average hourly rate of all males in RCSI and the average hourly rate of all females in RCSI.

The Median hourly rate is calculated by arranging the hourly rates of all males and all females in the data set in numerical order to identify the median (or middle) hourly rate.

The pay gaps are calculated as the difference in the mean and median hourly rates for men and women.

Our Gender Pay Gap figures for Part time and staff on Temporary Contracts are as follows;

	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR PART TIME STAFF	45.2%	46.8%

	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR TEMPORARY STAFF	20.9%	2.9%

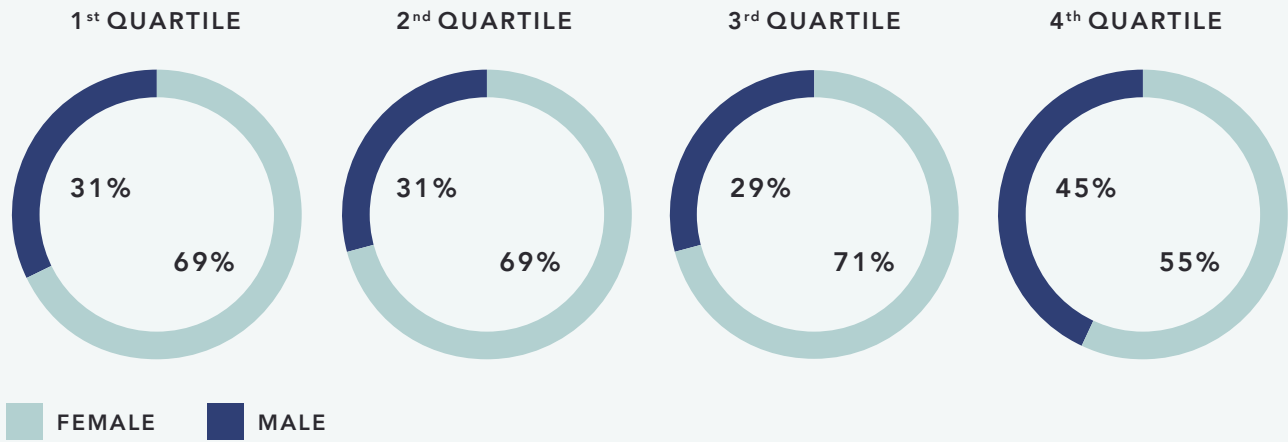
The Gender Pay Gap among our part time staff reflects the demographics of staff that are currently working part time.

The majority of our female staff who are currently working part time are early to mid career and often in professional services or research support roles. In contrast our male part time staff are predominantly senior academic staff.

KEY POINTS

- A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.
- The gender pay gap is the difference in the average hourly wage of male and female employees across the full workforce.
- The mean is the average hourly pay point of all male and female employees.
- The median is the midpoint hourly pay point of all male and female employees.

The Gender Breakdown of our staff by earnings quartile is as follows;



For this metric males and females are ordered by their hourly rate and grouped into quartiles accordingly, with the 4th Quartile representing the top 25% of earners in RCSI.

We can see that there is a shift in gender representation in the fourth quartile, which is where our most senior staff and highest earners are included. As 67% of our overall workforce is female we should ideally see 67% females in our 4th quartile.

The details of our Bonus Pay Gap is as follows;

	MALE	FEMALE
% OF STAFF RECEIVING A BONUS	20%	22%
	MEAN	MEDIAN
BONUS PAY GAP	42.6%	40%

21.5% of staff received a bonus payment in the 12 months up to June 2023. These bonus payments are predominantly annual PRP (Performance Related Pay) payments which are paid to permanent Professional Services staff who are not on an incremental pay scale.

While we can see that a similar proportion of male and female staff receive a bonus, the bonuses paid to senior leaders, more of whom who are male, are higher in value, which is resulting in our Bonus Pay Gap.

Staff Benefit in Kind;

	MALE	FEMALE
% OF STAFF RECEIVING A BIK	0%	0%

We do not have any BIK payments in operation in RCSI.

WHY DO WE HAVE A GENDER PAY GAP?

The reasons for our gender pay gap are multi factorial, caused by a combination of individual, organisational and societal factors. As such there is no single action that could be taken to close the gender pay gap. For sustained success a ‘whole of society’ approach will be required to address the complex, interlinked challenges that impact on gender balance and consequently the gender pay gap.

The gender pay gap is less about pay than it is about representation and therefore “paying women more money” will not impact it in the same way that having a balanced representation of men and women throughout the institution will.

Our Gender Pay Gap is mainly caused by the under representation of women in the most senior roles in RCSI.

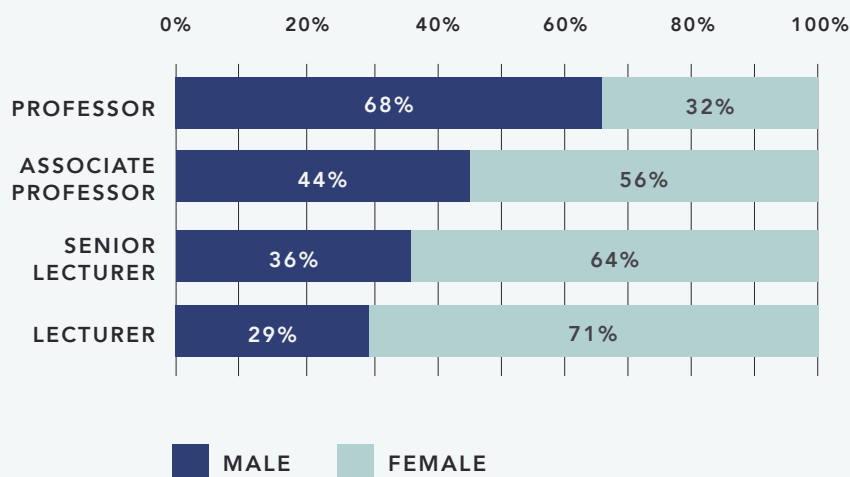
Currently while 67% of staff overall are female, only 32% of full Professors are female, 36% of the Senior Management Team are female, 50% of Heads of School are female and 22% of Heads of Academic departments are female.

The under-representation of women at senior levels in higher education is a recognised problem nationally and internationally. The work undertaken as part of the Athena Swan charter is helping to address this. The Gender Pay Gap will only be resolved when we have equal numbers of staff at all levels in the institution.

We have been focused on improving female representation in RCSI for many years and through improved Recruitment and Promotions processes we have increased the number of female Professors by 50% in the past 5 years and the number of female academic Heads of School by 50% in the past 3 years. These represent steps in the right direction but we acknowledge that we have a way to travel.

Focusing on our academic staff for example, we can see that we do have a strong pipeline of highly skilled female staff progressing through RCSI and this is true in all areas of the institution.

ACADEMIC STAFF BY GENDER



WHAT ARE WE DOING TO REDUCE THE GENDER PAY GAP?

Some causes which contribute to the gender pay gap are embedded in the economic, social and cultural makeup of the country, and largely beyond our scope. They include areas such as the cost and availability of childcare; the unequal division of unpaid work; the education system and career guidance; and stereotypes around jobs, careers and care.

Our focus will be on actions and solutions that are within our ability to influence.

We know that the key to reducing the Gender Pay Gap is increasing representation of women in more senior roles and this aligns with much of the work that is being done under the Athena Swan Action Plan.

We have a strong pool of female candidates who are being mentored and encouraged to take the next step in their careers. We have amended our recruitment policies to encourage more diverse applicant pools and we also launched a robust set of family friendly policies in an effort to tackle some of the societal barriers with respect to family caring that hinder women progressing.

Our Action Plan is focused on 3 key areas of the employee life cycle, Recruitment, Policies and Promotions;

RECRUITMENT

Our key recruitment objective is to ensure we attract, select and retain the best people to work at RCSI.

RCSI is an equal opportunities employer and our Recruitment and Selection policy outlines our ongoing commitment to have an open, transparent and merit-based recruitment process.

In an effort to encourage applications from a more diverse range of candidates we have updated the opening statement on all job descriptions to; *"RCSI is a community of academic, research, clinical and professional staff working collaboratively to lead the world to better health. Here, you will thrive in an innovative and inclusive atmosphere and your personal development and wellbeing will be supported. We invite you to join us to help deliver on our exciting mission "To educate, nurture and discover for the benefit of human health". We seek candidates whose experience to date has prepared them to contribute to our commitment to the "Race Equality Action Plan 2021-2024" at RCSI. Our students come from all walks of life and so do we. We hire great people from a wide variety of backgrounds. This makes our university stronger and ensures we hire the best talent."*

Each job description now also includes the sentence *"We are all too aware that imposter syndrome and the confidence gap can sometimes stop fantastic candidates putting themselves forward, so please do apply — we would love to hear from you"*.

We are in the process of developing a training programme for Equality Advisors to sit on interview panels to ensure a focus on equality over and above the legislative requirements.

Our Recruitment policy is reviewed on an annual basis with staff input to ensure fairness and transparency are retained.

We have ensured that all job descriptions use gender neutral language, to appeal to as broad a range of applicants as possible.

All staff complete EDI training on an annual basis and the same training is available for external panel members.

In line with our recruitment policy and EDI commitments, we endeavour to keep interview panels gender balanced.

We can see that we are making good progress with this, there is a strong female representation through all levels of the recruitment process with females representing 58% of applicants and 70% of successful candidates.

POLICIES

Recognising that a significant barrier to progress is the uneven divide in caring responsibilities across society, RCSI has a broad suite of family friendly policies which are in place to provide guidance, support and benefits for staff.

We have an Annual Policy Review Consultation Group in place which is representative of our staff cohorts and the purpose of the process is:

- For HR to share proposed changes to HR policies;
- To engage, consult, and receive feedback on our HR policies in a structured way from this cross section of staff;
- To ensure RCSI policies remain relevant and are compliant with legislation, best practice and in line with RCSI's commitment to equality, diversity and inclusion.

Our most recent policy improvements include;

The introduction of a Menopause Policy to support staff who are going through the stages of perimenopause and menopause and to set out guidelines for individuals and managers to have open conversations to identify the right supports.

The introduction of a Domestic Violence & Abuse Policy to support victims of domestic violence and abuse, to outline that RCSI recognises and will deal sensitively with any employee who may be experiencing domestic violence and abuse and to provide clear guidance on the supports, internally and externally, that are available.

The introduction of an overarching Equality, Diversity and Inclusion Policy which reflects our commitment to ensure that equality, diversity and inclusion underpins all our activities and signpost staff to the breadth of initiatives that staff can engage in as well as supports available to them across RCSI and externally.

We have broadened the range of supports available to all new parents via a new platform, this includes preparatory e-learning modules, maternity and paternity returner workshops and new parents coaching for 12 months after return to work. We know there are many paths to parenthood and all new parents are welcome to use these supports. This offering honours our commitment to gender equality and supporting our people at all stages of their life journey.

RCSI recognises the importance of supporting our colleagues in taking family leave and also the impact that taking time out of the workplace to raise and take care of a family can have on the careers of some parents. We also appreciate the importance of supporting parents in balancing work and family life. With this in mind, RCSI have developed this guide to support parents, prospective parents and carers in applying for all types of family leave and returning from family leave.

A summary of our family leave entitlements are included below;

Leave Type	Who can take it?	How long for?
Maternity Leave	Pregnant employees	26 weeks and up to 16 unpaid weeks
Adoptive leave	One parent of the adoptive couple, or a parent adopting alone	24 weeks and up to 16 unpaid weeks
Surrogacy Leave	One parent of the couple, or the single parent	24 weeks and up to 16 unpaid weeks
Paternity leave	New parents of children under 6 months of age (not the parent who has taken maternity, adoptive or surrogacy leave)	2 weeks
Parent's leave	Both parents of children under 2 years of age	7 weeks
Parental Leave	Parents and guardians of children under 18	26 weeks
Fertility Treatment Leave	An employee that is undergoing fertility treatment	Up to 5 days
Carers Leave	An employee that needs to provide care for a Relevant Person	Minimum of 13 weeks not exceeding 104 weeks

We understand that one of the most effective ways to improve female representation in leadership roles in RCSI is to support our female staff through leadership development programmes, mentoring and having policies in place that support women in the workplace.

Female leadership development is supported through the Aurora Women’s Leadership Development Programme. In the past 8 years 101 Female staff have participated in the Aurora programme. 55% have advanced into a more senior role within 3 years of completing the programme.

RCSI has a clear focus on supporting our people- managers through the six-month ‘Managing through People’ programme – 60 managers have now completed the programme. 70% of participants were female.

In 2022 we launched a new mentoring programme called Positive Connections. The aim of this programme is to promote academic and professional development amongst colleagues at lecturer/ honorary lecturer level by connecting them with more senior colleagues who can advise, guide and share insights and experience with them particularly in relation to academic career progression.

Staff are also paired with a mentor as part of a range of programmes including Aurora and Managing through People.

Additional coaching and mentoring is also provided to individual staff, where appropriate and is supported by psychometric profiling and 360 feedback. We have had 236 mentoring partnerships in the past 5 years, overall 64% of participants were female and 73% of mentees were female.

We continue to expand our mentoring opportunities, in 2022 we offered mentoring to all our Clinical Educators pairing them with a senior consultant in their field. In 2023 20 of the 34 mentees are female (59%).

Last year we introduced the Collaborate Inter University Peer Mentoring programme to give staff exposure to peers in other universities and thus expand their professional networks, build their leadership capability and develop their careers, there has been 60% female attendance on this since 2022 (9 out of 15 participants).

RCSI has 5 staff EDI networks. These are championed by Senior Management Team members and driven by staff themselves with rotating staff chairs. Staff networks include the Age Friendly Network, Multicultural Network, Parents and Carers Network, Pride Network and our Women’s Network.

RCSI’s Women’s Network was re-launched in 2020 and is open to all staff members who are interested in women’s leadership and development in RCSI, it provides training and networking opportunities and a platform to share best practices and experience, and to ensure women’s voices are heard.

RCSI’s Parents & Carers Network was established in 2019 to provide a platform where staff can gather, share experiences and foster a supportive peer community for those managing parenting and caring responsibilities alongside work.

We will continue to build on our role modelling and mentoring initiatives and will launch a “Spotlight” campaign on successful senior women telling their career stories and highlighting caring related absences and non- linear career paths along the way.

We will actively encourage more men to take Family Leave with the aim of normalising leave at all levels of staff.

We will work with managers via Performance Development Planning and Manager training to highlight the importance of the role the manager plays in the 70/20/10 model for learning (70% experiences, 20% exposure and 10% education). We need those closest to the women in their teams to think about how they can signpost and facilitate the right types of developmental opportunities both on the job and through connecting them to the right people.

PROMOTIONS

We are actively working on encouraging more women to apply for internal promotions and are endeavouring to equip them with the skills needed to succeed with their applications through our Interview Skills Programmes and coaching sessions.

We run annual Academic Promotions Information Sessions which takes potential applicants through all steps of the process and the committee structure. This session provides additional guidance on how best to approach applications and where further supports are available.

We offer to link applicants with past promotees to provide guidance and support on the process.

We also take into account applicants working status and a portion of the information session is dedicated to this. Applicants for academic promotions are asked their work status on their application form so that if they are or were part time, or have taken family leave, their evaluation is based on their achievement relative to their opportunity to contribute.

All indications are that this has been successful, in the past two years 72% of all applicants for academic promotions have been female, up from an average of 47% in the preceding 3 years.

In 2023 there were a total of 72 promotions across our 3 pillars; 28 academic promotions, 14 researcher promotions and 30 professional services promotions. 68% of staff promoted were female.

We are aware that at different stages in a woman's career, there are pressure points that can drive decisions of either stepping back or even stepping out. By setting out clear ambitions, it demonstrates RCSI's commitment to giving other options at these pivotal moments. We are seeking to create an environment where these conversations can occur and practical solutions can be found that are right for both individual and the institution. This will greatly assist in both the strategic attraction and retention of the diverse talent pool that we will need to be successful in delivering our ambitious plans.

CONCLUSION

All of the actions identified are on-going and it may be several years before some have any impact on the gender pay gap. In the meantime we are committed to reporting on an annual basis on the progress we are making.

As a result of the actions we have been taking thus far we have reduced our Gender Pay Gap over the last 5 years and are working hard to ensure the downward trajectory continues.

Women have been less represented at the most senior roles in RCSI, but this is changing, we are making progress and will continue to do so.

Our strong commitment to gender equality is evidenced by the actions taken to promote women to leadership positions in RCSI.

Gender equality is just one area of focus in our broader equality, diversity and inclusion agenda with actions also underway to promote race equality, LGBTI+ representation and disability access.



RCSI

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