



Royal College of  
General Practitioners

## Gender Pay Gap Report for April 2023

### Introduction

This annual report provides information on the gender pay gap at the Royal College of General Practitioners. Organisations employing 250 or more employees are required by legislation to report and publish their gender pay gap. The gender pay gap shows the difference in the average hourly pay between all men and women in an organisation. As such, it is not a reflection on equal pay but serves as a valuable tool in assessing policies, procedures and progress in eliminating gender pay gaps.

### Headline Results

We collected our gender pay data on the snapshot date of 5 April 2023. The data shows a median gender pay gap of 28.8%, and a mean gender pay gap of 21.3%. Our mean bonus gender pay gap is -3.3% and median bonus gender pay gap is 0%. The data has shown us that the proportion of men that have received a bonus is 72.4% and the proportion of women is 70.2%.

We continue to be committed to providing equality of opportunity for all our staff, regardless of gender or any other characteristic.

### Gender Pay Gap Reporting Explained

The following data is reported:

- mean and median Gender Pay Gap
- mean and median Gender Bonus Gap
- proportion of men and women employees in each quartile pay band
- proportion of men and women employees receiving bonuses

The mean gender pay gap measures the difference between the mean hourly pay rate for all men and women who are employed by the College. The mean rate is calculated by adding up the hourly pay rate for all men or women and dividing by the number of those employees.

The median gender pay gap measures the difference between the median hourly rate of pay for all men and women employees. The median rate is the figure that falls in the middle of a range when all hourly pay is stacked from lowest to highest.

The proportion of men and women in each quartile band is calculated by dividing the workforce into four equal parts. To do this the list of the hourly rates of all men and women are placed in numerical order from lowest to highest. Each quartile shown contains an equal number of colleagues.

In line with government requirements, we only report on male and female gender and not those that identify as any other gender such as non-binary. To fulfil our obligations to the HMRC, we collect data on whether employees are men or women, and it is that data that is used in compiling this report.

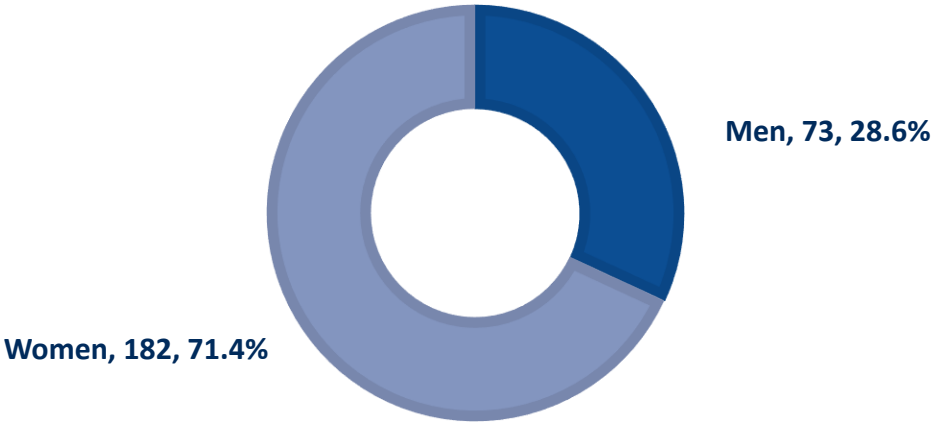
## Key Findings

### Gender Pay Mean and Median

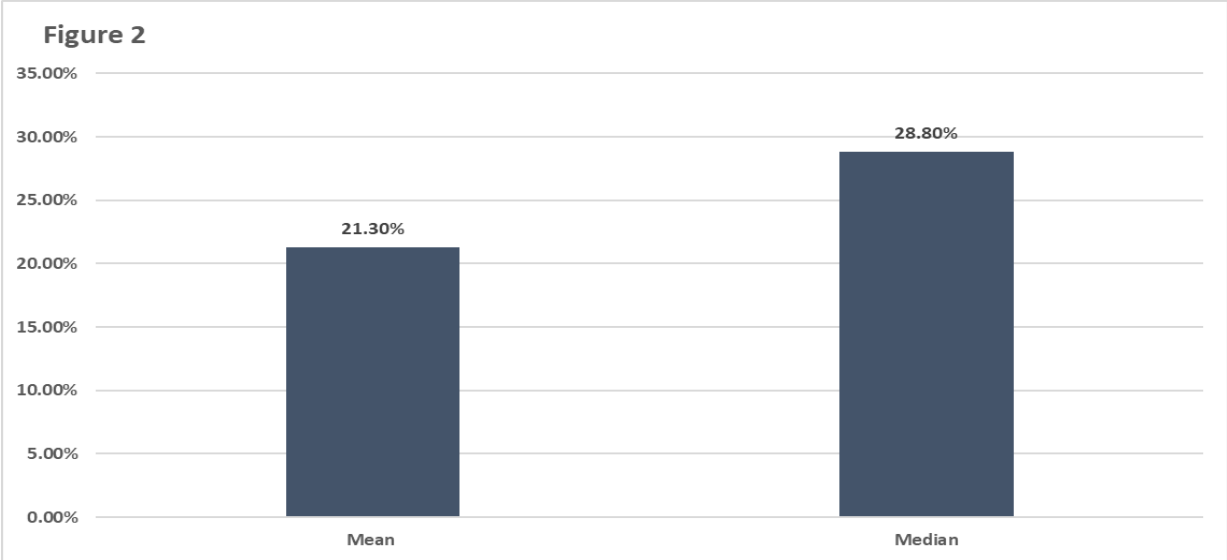
The gender pay report is based on 255 employees.

As shown in figure 1, the reporting ratios for our gender pay gap analysis are calculated from a workforce that is 71.4% (182) women and 28.6% (73) men.

**Figure 1**



**Figure 2:** shows the mean and median gender pay gap based on the average hourly rate of pay for April 2023.

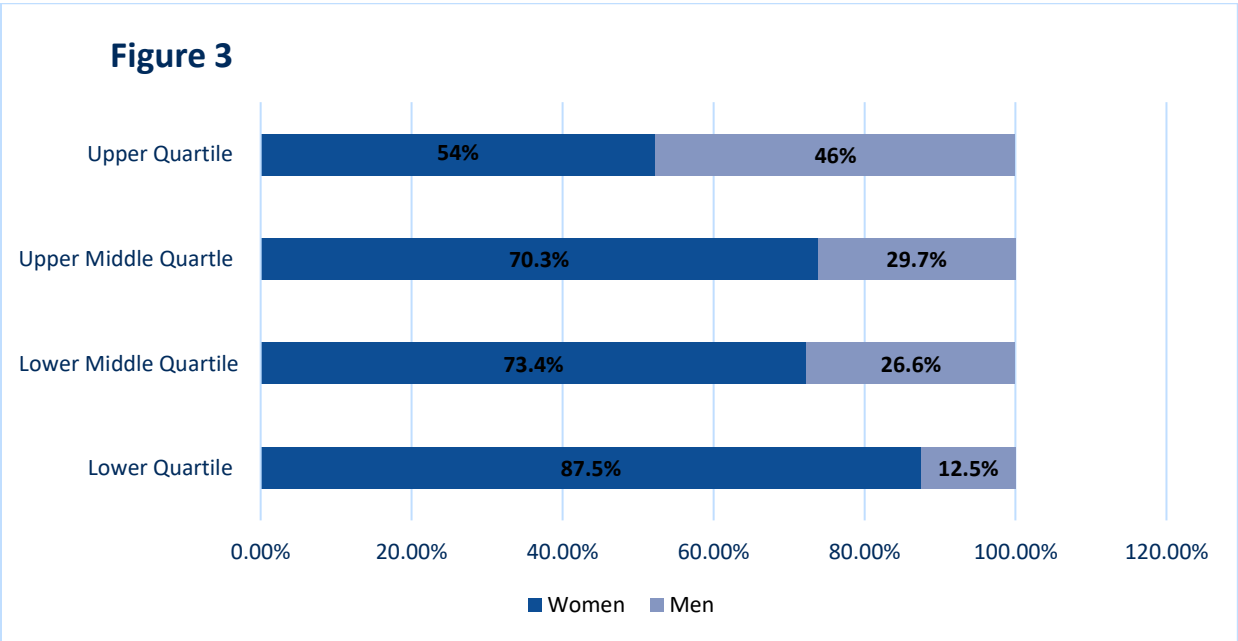


As shown in the figure 2, in April 2023, the mean gender pay gap for the College was 21.3%. The median pay gap was 28.8%. Both the mean and median figures show that on average men earn more than the women at RCGP.

The Office for National Statistics (ONS) uses median rather than the mean earnings to measure the national gender pay gap because median pay is not affected by extreme values in the way that the mean is. The median gender pay gap for the whole economy (according to the October 2023 ONS ASHE figures) is 14.3%. The College’s median figure is higher than the national average by 13.5%.

An analysis of our gender pay gap by quartile helps to explain the gender pay gap at the College.

**Figure 3:** Illustrates the gender split by pay quartile.



There are quite significant variations in the number of men and women employed within the different quartiles. The gender pay gap within RCGP can, in part, be explained by the greater number of women in the lower quartiles. With a higher proportion of women in the more administrative roles at the College compared to men, this results in an average lower hourly rate for women overall.

The College operates pay scales for those based in London and those outside of London. The London pay scale is higher in recognition that some costs associated with living in the capital are higher (e.g. housing costs).

Our data in April 2023 show us that 25.4% of our employees are paid the outer London rates of pay. A further analysis of our data shows us that a higher proportion of women (88.5%) compared to men (11.5%) are receiving the outer London rates of pay and therefore earn less compared to men.

The data shows us from the total number of employees who receive outer London pay, 96.6% were women in the lower quartile, compared to 3.4% of men. All of the employees in the upper pay band receiving outer London pay, were women. With a higher proportion of women earning the outer London rates of pay compared to men, this has an impact on the gender pay gap and results in an average lower hourly rate for women overall.

In the reporting year, we saw a small number of women in the upper quartile leaving the College and this has also partly impacted our results. The College operates a salary sacrifice scheme for childcare vouchers and the pension scheme. 2.7% of women are in the childcare scheme compared to 0% of men. 3.1% of women have opted out of the pension scheme compared to 1.6% of the men.

The costs associated with salary sacrifice schemes are deducted prior to calculating gross pay. This also has an impact on the gross pay calculations undertaken to determine the mean and median gender pay gap and is a contributory factor which may also help explain the gender pay gap.

It is encouraging to observe that the number of women in the upper middle quartiles is 73.8%. This is due to the successful promotions and recruitment activity in this reporting year. However, this is not material enough to reduce the overall pay gap.

Where variations exist within pay grades, these are generally explained by differences in the length of employment with the College or time spent in the grade.

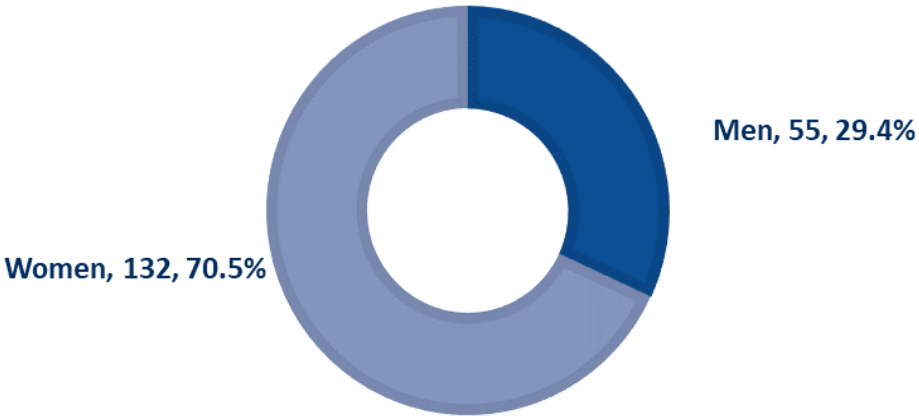
### **Gender Pay Bonus Gap**

In the 12 months preceding 5 April 2023, all employees received a one-off unconsolidated payment as part of the annual pay award. There were 3 employees (2 men, 1 woman) who were paid a commission payment.

In addition, 15 employees (10 women, 5 men) received a Long Service Award based on a sliding scale and one employee (a man) received a bonus through our recruitment referral scheme. Although, the College does not regard the Long Service Award and the recruitment referral scheme payment as a bonus, the cash payment must be used to calculate the gender bonus gap for this report, in line with government guidelines. We expect the number receiving Long Service Awards and the recruitment referral scheme to vary year on year, depending on the recipients.

In total 187 employees received a bonus payment during the 12 months period ending with the snapshot date of the 5 April 2023.

**Figure 4:** Shows the proportion of men and women who received a bonus.



As shown in figure 4, 132 women received a bonus compared to 55 of men.

The data has shown us the proportion of men that have received a bonus is 29.4% and the proportion of women is 70.5%. The mean gender bonus pay gap of -3.3% is calculated as the percentage difference between the average bonus payment for men and the average bonus payment for women. The median gender pay gap of 0% is calculated as the percentage difference between the mid-point bonus payment for men and the mid-point payment for women.

The mean gender pay gap shows women receive higher bonus payments overall compared to men. The median gender pay gap reflects the fact that all employees received an unconsolidated payment therefore no gender pay gap exists when calculating the median.

In comparison to last year's gender pay figures, the mean has decreased due to more women receiving commission payments. The median remains the same as last year at 0%.

## Taking Action

The College will continue to regularly monitor, review, and develop practices that provide equality of opportunity for all and ensure the College uses the best talent and skills available for a diverse and inclusive workforce to the benefit its employees and its members, regardless of gender or any other protected characteristic.

This includes ongoing actions such as:

- In consultation with the union and with reference to relevant market data, review our pay policy to ensure that it remains appropriate and enables us to attract and retain talent and does not unintentionally disadvantage any particular cohort.
- In developing a new People Plan, ensure there is a stream of work dedicated to understanding and addressing the gender pay gap.
- Compile the pay gap report for April 2024 by the end of June 2024
- Continue to support internal moves within the College, including acting up and secondment arrangements providing opportunity for employees to develop more experience and skills enabling them to progress in their careers.
- Continue to evaluate new roles using our agreed job evaluation framework to ensure consistency and transparency in how the pay grade is decided.
- Invest in employee development, support employees to grow their skills, abilities, and confidence. As part of the next People Plan, consider a workstream dedicated to giving women the opportunity to develop skills and experience.
- Being committed to a hybrid working model. This model provides staff with the flexibility to work around family commitments and supports work-life balance.
- Continue to create a safe and supportive environment for women through initiatives such as:
  - Promoting our Menopause policy.
  - Supporting and developing our flexible, family-friendly employment policies and practices to make them more inclusive with the aim to help with retention and career progression for staff with caring responsibilities
  - Offering courses for all staff in areas such as unconscious bias and respect at work.
- Develop management guidance and resources to upskill line managers on inclusive people practices.
- Identify where our recruitment processes can be improved to eliminate bias in attracting and appointing the best candidates for opportunities at the College

I confirm that the data contained in this report is accurate.

**Chris Askew Chief Executive**