Royal College of General Practitioners
Gender Pay Report at 31 March 2018

Introduction

This Report contains the RCGP’s statutory disclosure of the gender pay gap.

The RCGP welcomes and supports gender pay gap reporting and has long been committed to equal opportunities, inclusion and the diversity of its workforce.

In compiling this report, we have included data for people on staff contracts (both permanent and fixed term contracts) but not those with contracts for services or agency workers.

Gender pay gap

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees as set out in the The Equality Act 2010 (Gender Pay Gap Information Regulations 2017), expressed as a percentage of the hourly pay rate of male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Mean vs. median

The mean is the overall employee’s salaries and can therefore be skewed by any extremely high or low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary in the middle.

The gender pay gap at the RCGP

The overall gender pay gap as at 31 March 2018 at the RCGP is 16.3% on a median basis (14.1 % using mean pay). This compares to the UK median which, as reported by the Office of National Statistics, is 18.4%. The table below sets out the gender profile by pay quartile.

Table 1. Gender profile by pay quartile %

<table>
<thead>
<tr>
<th></th>
<th>Lower quartile</th>
<th>Lower middle quartile</th>
<th>Upper middle quartile</th>
<th>Top quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>17.1%</td>
<td>34.7%</td>
<td>37.3%</td>
<td>53.3%</td>
</tr>
<tr>
<td>Women</td>
<td>82.9 %</td>
<td>65.3 %</td>
<td>62.7 %</td>
<td>46.7 %</td>
</tr>
</tbody>
</table>

The above table illustrates the gender distribution across the RCGP in four equal sized quartiles. The fact that there are more women in the lower paid quartile and at the lower grades of the RCGP is a major driver of the gender pay gap. Overall the RCGP has a 65.3% female and 34.7% male workforce.

The residual pay difference can arise from a number of factors, including differing levels of skills and experience for people doing otherwise similar jobs as well as the impact of market factors. The RCGP has undertaken a College wide pay and grading review to analyse the cause of the pay differences in staff grades. The grading review concluded in 2018 and a new pay and grading structure was introduced on 1 April 2018 (after this reporting period).
The figures are further distorted by the fact that the Gender Pay Gap reporting regulations are based on pay after salary sacrifice. At the RCGP twice as many women compared to men voluntarily contribute a higher amount of their salary towards their pension, reducing the salary used for the calculation in respect of female employees.

**Pay and Bonus Gap – RCGP**

The tables below show the overall median and mean gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 31 March 2018 and performance related bonuses paid in the year to 31 March 2018 for the RCGP.

In this reporting year, 2018, performance payments moved from being consolidated to non-consolidated into basic salary and this has been reflected in the figures produced.

**Table 2. Gender bonus gap at the RCGP**

<table>
<thead>
<tr>
<th></th>
<th>Median bonus gap %</th>
<th>Mean bonus gap %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender bonus gap</td>
<td>15.9%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Proportion Receiving a bonus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Males</td>
<td>35.1%</td>
<td>64.9%</td>
</tr>
</tbody>
</table>

**Proportion of employees receiving a long service award**

A small number of staff also received a Long Service award. We expect the number receiving Long Service awards to vary year on year, depending on the recipients.

Although the RCGP does not regard the Long Service award as a bonus payment, the cash payment has been used to calculate the gender bonus gap for this report, in line with government guidelines.

**How can we improve on our gender pay gap?**

It is hoped that the actions detailed below, some of which have already been implemented, should help to reduce the gender pay gap significantly in the coming year.

- A new pay framework was implemented on 1st April 2018 supported by a new Pay Policy. The new policy and framework link pay to the market rate for the role which should reduce the likelihood of pay differentials arising. The application of the new policy is being robustly monitored.

- This year will see the introduction of a leadership programme to further promote our inclusive culture in line with our Values.
• Our talent management and succession plans will continue to focus on ensuring equal opportunities for both development and career progression.

• Recruitment processes – We have invested in upgrading our recruitment tools and are using equality data to monitor all stages of our recruitment process from application to appointment.

Steve Mowle
Honorary Treasurer, RCGP