



Royal College of
General Practitioners

Gender Pay Gap Report for April 2022

Introduction

This annual report provides information on the Gender Pay Gap at the Royal College of General Practitioners. 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.

With less than 250 employees, we are not required by legislation to report and publish our gender pay gap, but we do so voluntarily for transparency and to measure and share our progress. This report is a snapshot based on data at 5 April 2022.

Headline Results

We collected our gender pay data on the snapshot date of 5 April 2022. This shows a Median gender pay gap of 15.6%, down from 20.6% the previous year, and a Mean gender pay gap of 16.5%, up from 14.4% the previous year. Our Mean bonus gender pay gap is 24.7% and Median bonus gender pay gap is 0%.

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 on here:

- 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.

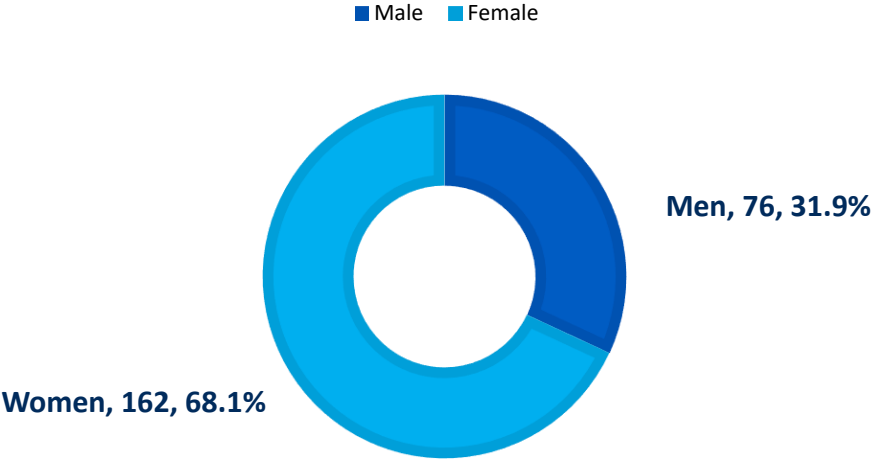
The proportion of men and women in each quartile band is calculated by dividing the workforce into four equal parts. To do this list the hourly rates of all men and women are placed in numerical order from lowest to highest. Each quartile shown contains an equal number of colleagues.

Key Findings

The Gender pay report is based on 238 employees.

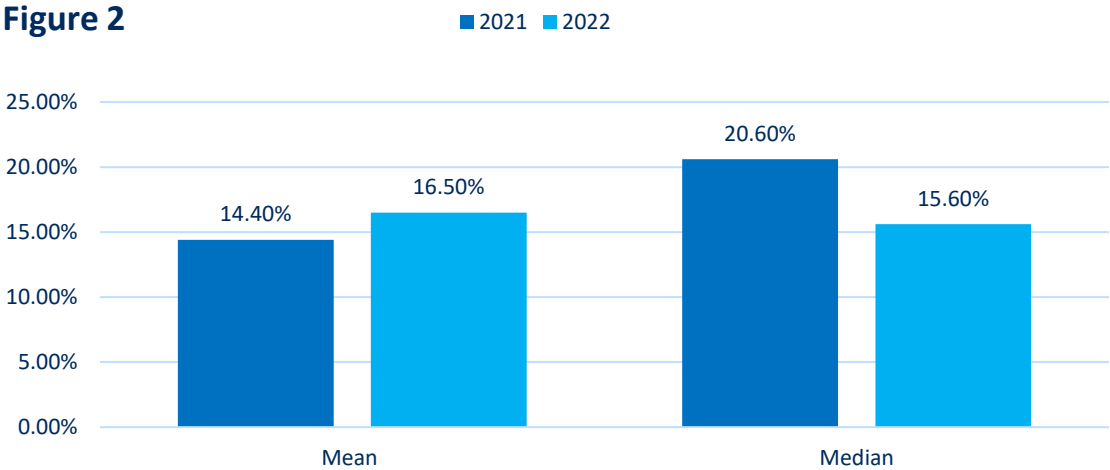
As shown in figure 1, the reporting ratios for our gender pay gap analysis are calculated from a workforce that is 68.1% (162) women and 31.9% (76) men.

Figure 1



Mean and Median Pay Gap Figures

Figure 2: Illustrates the overall Mean and Median gender pay gap based on the average hourly rate of pay.



As shown in the figure 2, in April 2022, the Mean gender pay gap for the College was 16.5% (men have a higher rates of pay than women) and this figure has increased from 14.4% in 2021.

The Median pay gap in 2022 was 15.6%, which is down on 2021 (20.6%). The Median figure has decreased by 4.4% but the median rate for men remains higher than for women.

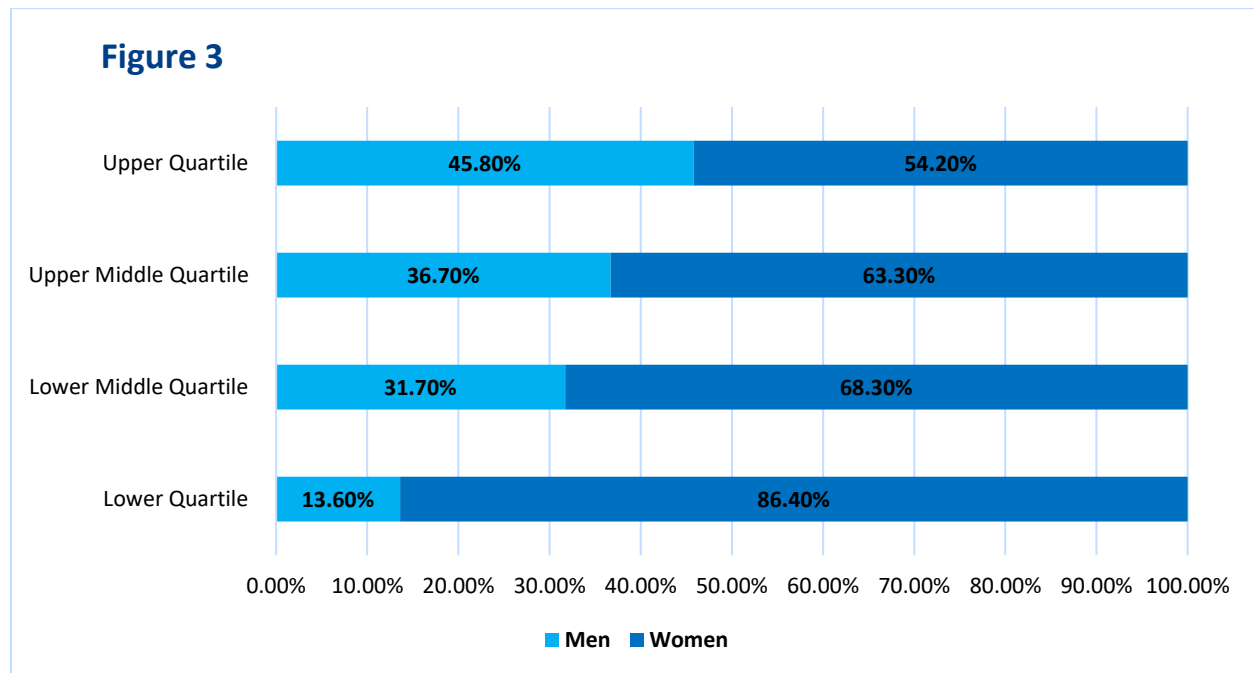
The Office for National Statistics (ONS) uses Median rather than the Mean earnings to measure the national gender pay gap because Median pay is not affected by extreme values in the way that the Mean is.

The Median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 14.9%. The College's Median figure is slightly higher than the national average by 0.7%.

Pay Gap By Quartiles

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

Figure 3: Illustrates gender split by pay quartile.



The pay quartile analysis shows that the gap for RCGP is influenced by the fact that a higher proportion of women are employed in the lower paid roles.

The gender pay gap within the College continues to be driven not by what we pay our employees but by the composition of the workforce. Women represent 68.1% of the workforce. Many of our more junior roles are part time and attract women. With a higher proportion of women in the more junior grades compared to men, this results in an average lower hourly rate of women overall.

The College operates a salary sacrifice scheme for Pension contributions and childcare vouchers. 4.9% of women at the college are in the childcare scheme compared to 0% of men. 4.3% of women are not in the pension salary sacrifice scheme compared to 3.9% of men.

The costs associated with salary sacrifice schemes are deducted prior to calculating gross pay. This 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 be causing the differences being reported.

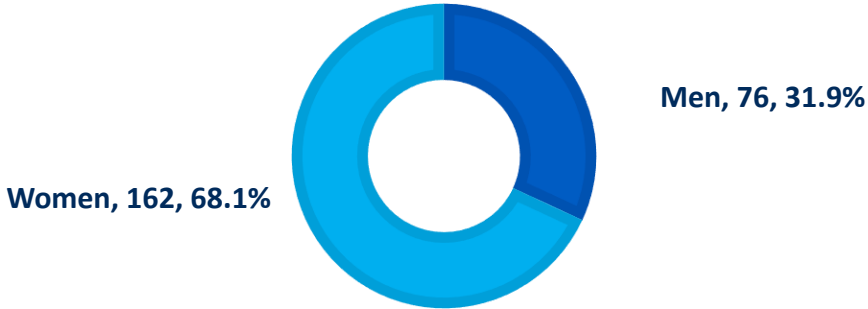
Where variations exist within grades, these are generally explained by differences in the length of employment with the College or time spent in the grade.

Gender Pay Bonus Gap

In the 12 months preceding 5 April 2022, all employees received a one-off fixed bonus as part of the College's cost living package. There was one employee who was paid a commission payment.

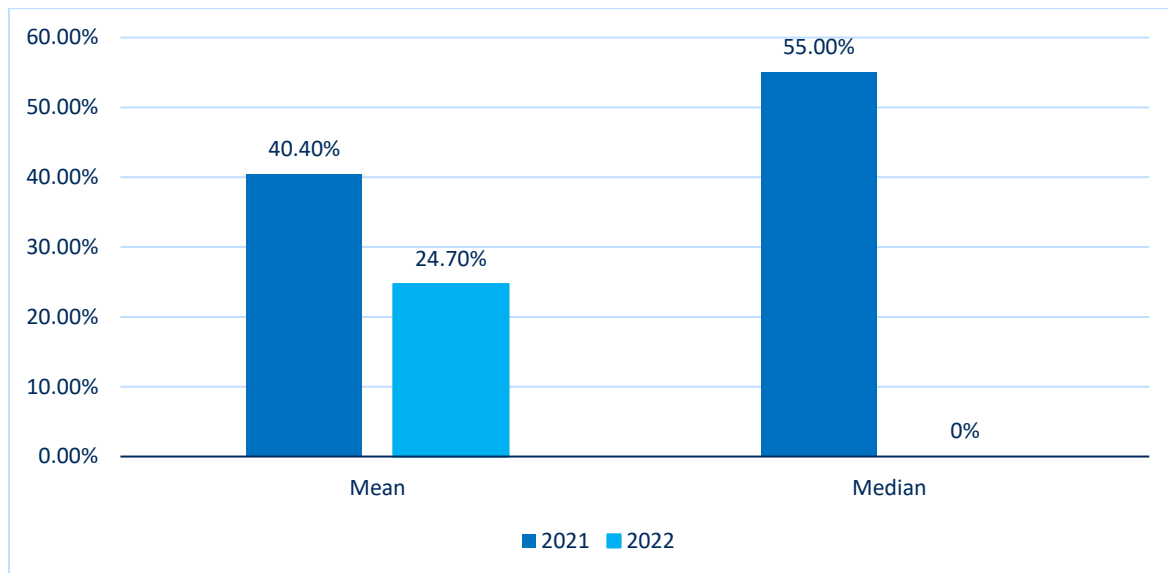
In addition, 19 colleagues (15 women, 4 men) received a Long Service Award based on a sliding scale. Although, the College does not regard the Long Service Award as a bonus payment, the cash payment must be used to calculate the gender bonus gap for this report, in line with government guidelines. We expect the number receiving Long Service Awards to vary year on year, depending on the recipients.

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



As shown in figure 4, 162 (68.1%) of women have received a bonus, or a long service award compared to 76 male employees (31.9%%). This is reflective of the gender make-up of the organisation.

Figure 5: compares the Mean and Median bonus gender pay gap for 2021 and 2022



The mean gender bonus pay gap of 24.7% 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 males received higher bonus payments overall compared to females. This was largely due to one male employee who was paid a commission payment. The median gender pay gap reflects the fact that all staff received a fixed one-off bonus therefore no gender pay gap exists when calculating the median.

In comparison to last year's Gender Pay figures, the Mean and Median have both fallen and this shows that there has been a reduction in the number of men receiving a higher bonus than women.

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 characteristic.

This includes ongoing actions such as:

- Provide Management and Leadership training and encourage other learning and development opportunities.
- Continue to develop our talent management and succession planning initiatives to ensure we are an attractive employer, where all employees regardless of gender feel valued and able to contribute develop and build successful careers.

- Review all our family friendly policies and procedures to ensure they are as accessible, inclusive, and engaging as possible and promote these to all our employees.
- Aspire to 'anonymous' recruitment where all personal information including gender is redacted and not visible until the interview stage to avoid unconscious bias in decision making.

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

A handwritten signature in black ink, appearing to read 'Steve Mowle', with a stylized, cursive script.

Steve Mowle
Honorary Treasurer, RCGP