




Royal College of General Practitioners

Gender Pay Gap Report 2025

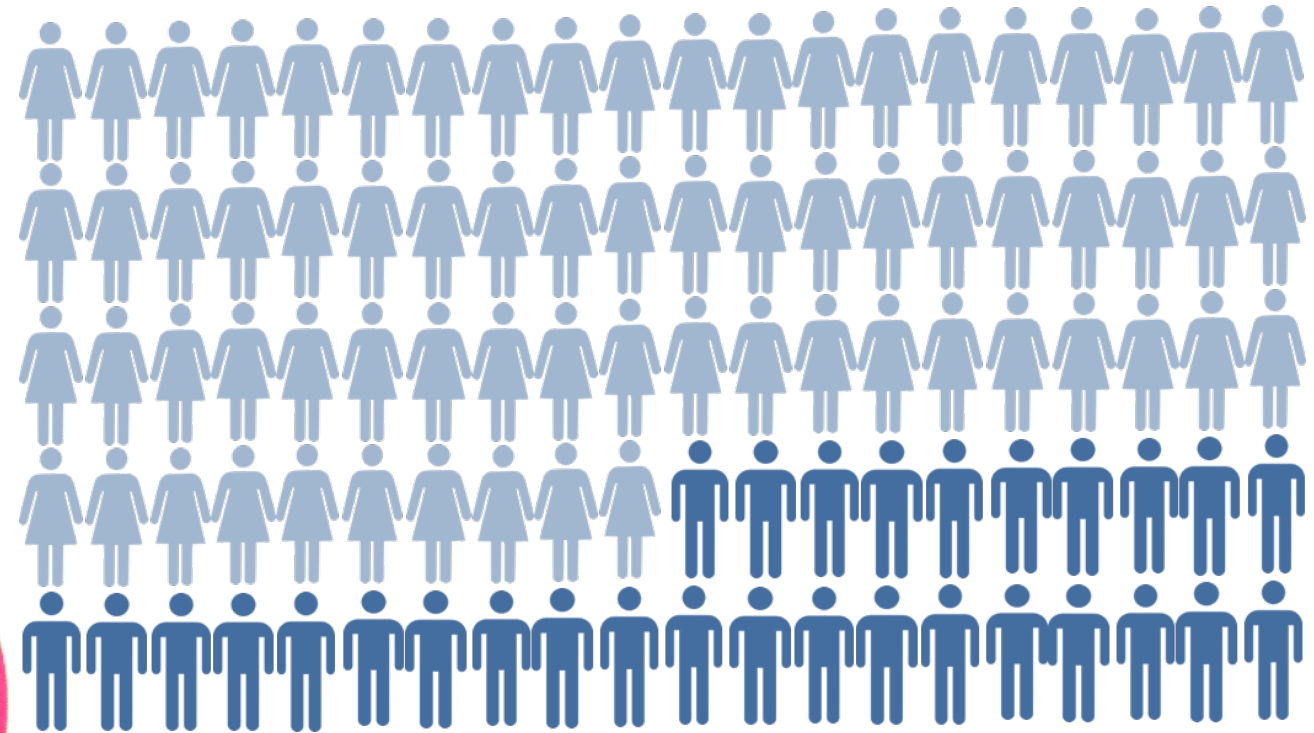
Contents



1	Introduction
2	The Gender Pay Gap
3	RCGP Results 2025
5	The Bonus Pay Gap
6	RCGP Results 2025
7	Closing the Gap
8	Action Plan for 2026



At 5 April 2025, over 70% of our people are women



297

People employed
by us

70.71%

Of our employees
are women

29.29%

Of our employees
are men



The Gender Pay Gap

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.

Date Range

The data we use is based on figures from 6 April 2024 to 5 April 2025.

Mean

The difference in average hourly pay between men and women.

Median

The difference between the median woman's and median man's average earnings.

Quartiles

We divide our employees into four evenly sized groups and use quartiles to rank pay from lowest to highest.

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.

RCGP Results 2025

The mean pay gap has decreased from 24.4% in 2024 to 22.4% in 2025.

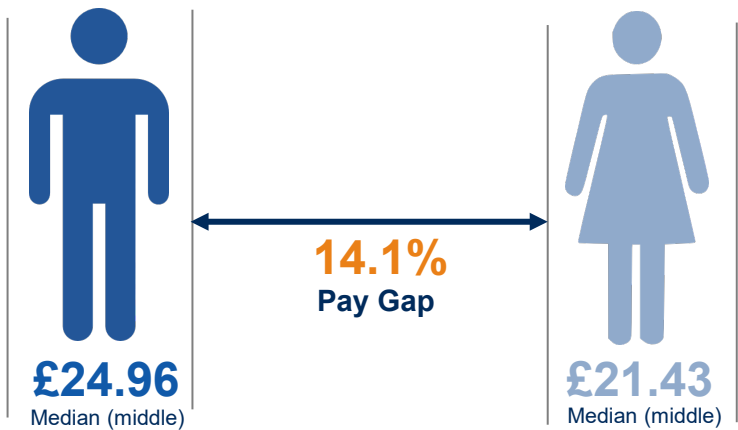
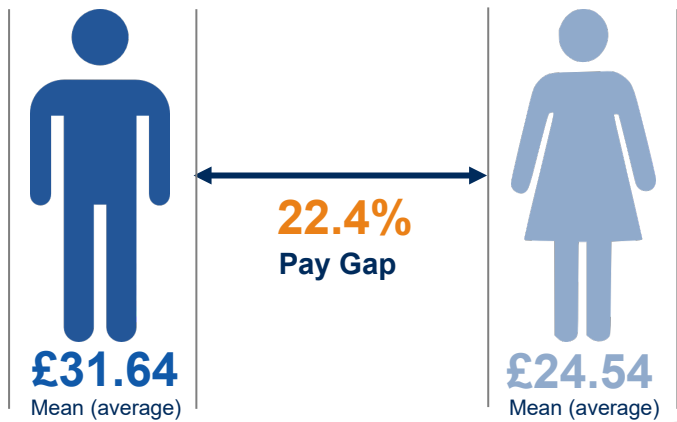
The College took corrective action to increase the minimum lower pay grade (which is made up of 80% women) to align with the market median and this has helped reduce the pay gap slightly.

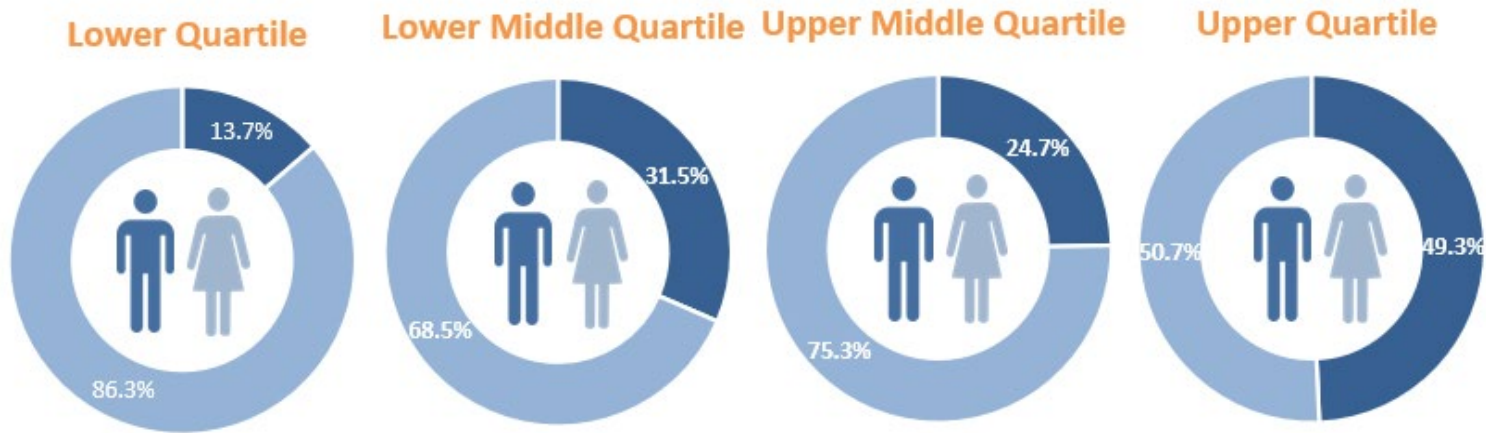
The College operates 2 pay scales - London and national. The London pay scale is higher in recognition of the greater costs associated with the capital. 22% of women are employed outside of London, compared to only 3% of men and this contributes to the gender pay gap.

Given the fewer numbers of men employed at the College, a greater proportion of them are employed in higher paid roles - 26.4% compared to 11.2% of women at Executive Director, Assistant Director and Head of Department level. This is another reason for our pay gap.

Working part time is less common in higher pay grades and this can disproportionately impact women, and in turn, contributes to our gender pay gap. 15% of women work part time hours compared to 3.4% of men. Of those women working part time, 57% are in the lower pay grades (E&F).

There has been a significant reduction in the median pay gap from 25.7% in 2024 to 14.1% in 2025. This may be explained by the corrective action taken to increase minimum lower pay grade to align with the market median. There has also been a slight increase in women being appointed into higher paid roles.





The data shows more women than men in the lower and lower middle quartiles, reflecting a higher proportion of women at the College who are in lower paid, administrative roles, and is, therefore, one of the main contributing factors to the College's gender pay gap.

The upper middle quartile shows the College has more women in middle management roles compared to men.

Compared to the previous year, we have seen a slight shift in the female population moving up the quartiles, with the proportion of women in the upper quartile now at 50.7%, compared to 50% in 2024 and 46% in 2023. This indicates that women are continuing to move into senior roles, however the highest proportion of men at the College are still found in the upper quartile with the highest paid jobs.





The Gender Bonus Pay Gap

Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission. This includes long service awards, employee referral bonus scheme and non-consolidated payments.

Date Range

The data we use is based on all bonuses received in the 12-month period prior to our snapshot date of 5 April 2025.

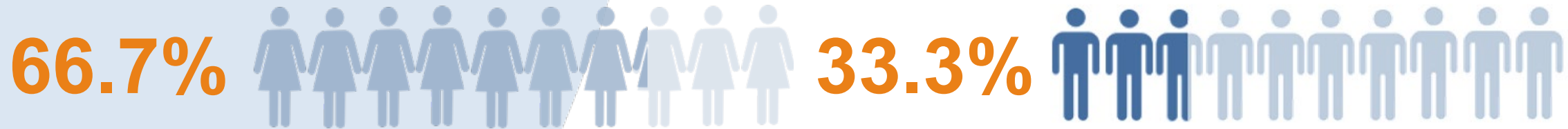
Mean

This calculation shows the difference in the mean (average) bonus pay paid to men and women.

Median

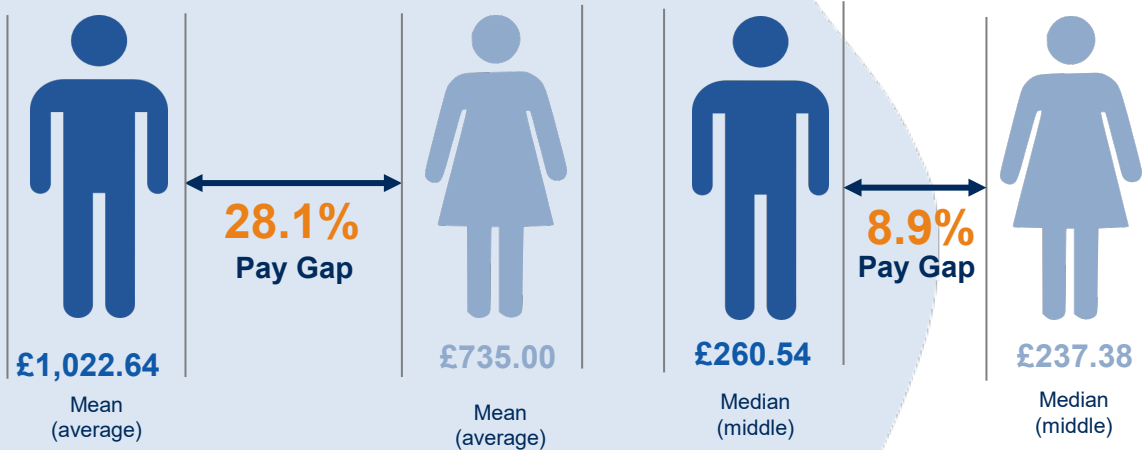
This calculation shows the difference in the median bonus pay paid to men and women.

RCGP Results 2025



Bonuses include long-service awards, commission and one-off payments that employees have been awarded during the previous 12 months (so in this case, the period 5 April 2024 to 4 April 2025).

The 28.1% mean bonus pay gap for 2025 has increased significantly from 3.8% in 2024. This is because non-consolidated payments were paid in the year to April 2024 to all employees as part of the annual pay award but there was no unconsolidated payment in the year to April 2025.



Of the eight women who received a bonus payment, over 50% work part-time hours meaning the amount (mainly for commission, which is paid as a percentage of salary) was pro-rated. All four men receiving a bonus work full time, including one employee who received multiple commission payments over the course of the previous 12 months. This explains why the gap is in favour of men.

What we've achieved in the last 12 months

Key achievements to helping create a safe, supportive and inclusive environment for women in the past 12 months include:

Introduced anonymised applications as part of our recruitment process to minimise bias at shortlisting stage

Employee engagement survey being analysed to understand women's experiences and inform what changes we need to make

We took some corrective action to salaries for employees in one of our pay grades whose salary was below the market median

Set up a network of Diversity Champions to help promote equity and diversity and encourage a supportive and inclusive workplace culture

Made free period products available in all our offices, having listened to representation from the Colleague Network Committee

We continued to evaluate new roles using our agreed job evaluation framework to ensure consistency and transparency in how the pay grade is decided

Continued commitment to a hybrid working model, providing staff with the flexibility to work around family commitments and in support of wellbeing as well as offering flexible working as a day 1 right

Continued to promote a safe and inclusive environment for women at the College, promoting policies which advocate for this such as flexible working, family friendly and menopause policies



Action Plan for 2026

The College is committed to reducing our gender pay gap and will continue to develop practices that support equity and inclusion. We will ensure we use the talent and skills available to achieve a diverse and inclusive workforce which benefits employees and members, regardless of gender or any other protected characteristic. We will continue to use evidence-based research to understand potential reasons for pay gaps and identify actions that can help reduce these gaps.

We will publish this report by December 2025, ahead of the April 2026 deadline so we can start delivering our action plan, as follows:

Development

- We will invite all women to participate in Upfront Bonds, an externally led development programme designed specifically for women
- We will work with the Diversity Champions Network to set up several EDI communities, including a group specifically for women
- In line with the commitments in the Corporate Plan, we will review our approach to succession planning, maximising opportunities for women to move into senior roles when they become available

Remuneration

- We will commission the triennial benchmarking exercise 12 months earlier to give us a clear picture of how our pay grades compare to the market and consider what corrective action we may need to take in response
- In line with our amended Pay Policy, we will involve union representatives in evaluating new roles to ensure wider scrutiny in how we evaluate roles

Listening to feedback

- We will use the data from our 2025 employee engagement survey to analyse different experiences across different demographic groups and ensure that our survey action plan addresses these
- We will analyse any disclosures of discrimination in our newly launched anonymised reporting tool, to understand women's experiences and how that might impact on pay
- We will raise awareness about our gender pay gap with colleagues by running a webinar to explain the results and how gender pay gaps are calculated and will listen to any feedback or ideas offered by colleagues

Ways of working

- We will implement a workforce planning framework to help identify gaps and opportunities in knowledge, skills and experience
- We will develop a 'return to work pack' for employees returning from maternity leave, paternity leave, adoption leave and shared parental leave to provide additional support

Recruitment

- We will provide training for new hiring managers to ensure that they understand bias in recruitment and adopt an unbiased and inclusive approach when recruiting to their team
- We will upskill hiring managers to use neutral language when creating job descriptions so not to inadvertently favour or alienate any gender
- We will monitor the sex of applicants at both shortlisting and interview stage to assess which candidates are successful



About us

We are the professional membership body for GPs in the UK. Our purpose is to encourage, foster and maintain the highest possible standards in general medical practice. We support GPs through all stages of their career, from medical students considering general practice, through to training, qualified years and retirement

Our mission and values

Our mission is to encourage, foster and maintain the highest possible standards of patient care in general practice, across the UK and worldwide.

We do this by working with our members: to define the skills that GPs need; to provide them with education and support to deliver quality patient care; to shape the future of general practice; and to be the voice of the profession.

Our values describe the principles that guide us as we work to achieve our mission. We strive to demonstrate:

- **Compassion** – for our patients, the populations we serve, our members, our colleagues and ourselves.
- **Inclusivity** – we value diversity as part of our communities and treat each individual with equal respect.
- **Sustainability** – we look to the future and care about the long-term wellbeing of our members and colleagues, our profession, our patients and the world around us.
- **Accountability** – we take responsibility for the results of our actions and continuously strive to be the best that we can be.
- **Integrity** – we are honest, open-minded, ethical, evidence-based and fair