

RBC Gender Pay Gap Reporting as at 31 March 2021

This is the fifth consecutive year we have produced and published the data comparing the rates of pay for male and female employees within the organisation.

The areas being reported on are –

- The difference in the mean and median hourly pay rate between male and female employees
- The proportion of men and women receiving bonus payments and the difference in the mean and median bonus payments.
- The breakdown by gender for each quartile of the pay table

The figures are taken as a snapshot of employees in post on 31 March. Within the last financial year employee changes have resulted in a positive impact on the results most noticeably a reduction from the original difference of 8.9% between the mean £per hour of male and female pay to now a difference of less than 1%

Mean

	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
Female	15.17	14.44	13.58	13.12	12.86
Male	15.24	14.58	14.63	14.71	14.12
Difference	0.08	0.14	1.05	1.59	1.26
Mean Gender Pay gap in hourly rate	0.5%	1%	7.2%	10.8%	8.9%

The gap in the mean has reduced very slightly.

Median

£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17

Female	13.22	12.26	11.15	11.12	11.14
Male	12.42	12.09	11.56	11.11	11
Difference	0.8	0.17	0.41	-0.01	-0.14
Median gender pay gap in hourly rate	6.44%	1.41%	3.55%	-0.10%	-1.3%

There has been a change in the median as the female median has increased significantly compared to the male resulting in a higher median in the female pay

Bonus

This refers to anything that is received in the form of cash, vouchers, securities etc. and relates to profit sharing, performance, productivity, incentives or commission and includes long service awards. The bonus period is a twelve month period that ends on the snapshot date.

The data below is made up of Long Service Awards, rewarding 25 years service with RBC. The larger proportion of bonus paid is to a small number of employees in the Customer Service Centre. They receive performance related pay and are paid a higher spine point dependent on achieving performance indicators.

Bonus

	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Mean Bonus pay gap	-21%	-36%	-29%	-96.4%	65.9%
Median Bonus pay gap	24%	-58%	-111%	-279.3%	-235.3%

In both the mean and median female employees are in receipt of a higher bonus value than male employees. This is predominately as more female employees are based in the Customer Service Centre. It is shown as a negative as the females receive a higher bonus than male.

Proportion of males/ females receiving Bonus

	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Female	6.96%	3.4%	4.4%	3.8%	3.7%
Male	5.8%	3.5%	2.6%	3.3%	4.7%

Quartiles

There are 253 staff in each of the pay quartiles.

Proportion of males/ females in each pay quartile

	31.3.21		31.3.20		31.3.19		31.3.18		31.3.17	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1st (highest pay)	51%	49%	52%	48%	40.90%	59.1%	37.5%	62.5%	36.0%	64.0%
2nd	44%	56%	40%	60%	40.90%	59.1%	45.3%	54.7%	50.0%	50.0%
3rd	41%	59%	40%	60%	36%	64%	25.0%	75.0%	25.0%	75.0%
4th (lowest pay)	46%	54%	49%	51%	53.7%	46.3%	56.9%	43.1%	42.0%	58.0%

(Increase, decrease, no change)