

## RBC Gender Pay Gap Reporting as at 31 March 2022

This is the sixth 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 in 2017 of 8.9% between the mean £per hour of male and female pay to now the female mean being higher than the male mean.

### Mean

	£ph 31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
<b>Female</b>	15.63	15.17	14.44	13.58	13.12	12.86
<b>Male</b>	15.11	15.24	14.58	14.63	14.71	14.12
<b>Difference</b>	0.52	0.08	0.14	1.05	1.59	1.26
<b>Mean Gender Pay gap in hourly rate</b>	3.46%	0.5%	1%	7.2%	10.8%	8.9%

The significant change here is that for the first time in 6 years the female mean hourly rate is higher than the male equivalent.

## Median

	£ph31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
<b>Female</b>	13.38	13.22	12.26	11.15	11.12	11.14
<b>Male</b>	12.62	12.42	12.09	11.56	11.11	11
<b>Difference</b>	0.75	0.8	0.17	0.41	-0.01	-0.14
<b>Median gender pay gap in hourly rate</b>	5.94%	6.44%	1.41%	3.55%	-0.10%	-1.3%

The trend is continuing with an increased median rate for female.

## 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.

We have previously included the data from employees at the Customer Service Centre who received a performance related pay. This ended 31.3.21 so there is no data to include.

A smaller proportion of bonus is from any long service awards made. In the year ending 31.3.22 one long service award was made, so as there is no comparable data I have not included it.

## **Bonus**

	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
<b>Mean Bonus pay gap</b>	n/a	-21%	-36%	-29%	-96.4%	65.9%
<b>Median Bonus pay gap</b>	n/a	24%	-58%	-111%	-279.3%	-235.3%

## Proportion of males/ females receiving Bonus

	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Female	n/a	6.96%	3.4%	4.4%	3.8%	3.7%
Male	n/a	5.8%	3.5%	2.6%	3.3%	4.7%

## Quartiles

There are 259 split into each of the pay quartiles.

### Proportion of males/ females in each pay quartile

	31.3.22		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	Female	Male
1st (highest pay)	52%	48%	51%	49%	52%	48%	40.90%	59.1%	37.5%	62.5%	36.0%	64.0%
2nd	37%	63%	44%	56%	40%	60%	40.90%	59.1%	45.3%	54.7%	50.0%	50.0%
3rd	37%	63%	41%	59%	40%	60%	36%	64%	25.0%	75.0%	25.0%	75.0%
4th (lowest pay)	42%	58%	46%	54%	49%	51%	53.7%	46.3%	56.9%	43.1%	42.0%	58.0%

(Increase, decrease, no change )

Of note here is the fact that the largest group of females are in the highest pay quartile, this reflects the higher mean and median for female staff.