

Appendix C

RBC Gender Pay Gap Reporting as at 31 March 2024

This is the eighth 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, we continue to see a trend in the mean £per hour being higher for females than males.

Mean

	£ph 31.3.24	£ph 31.3.23	£ph 31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
Female	18.19	16.97	15.63	15.17	14.44	13.58	13.12	12.86
Male	16.71	15.50	15.11	15.24	14.58	14.63	14.71	14.12
Difference	-1.48	-1.46	-0.52	0.08	0.14	1.05	1.59	1.26
Mean Gender Pay gap in hourly rate	-8.87%	-8.63%	-3.46%	0.5%	1%	7.2%	10.8%	8.9%

This is the third consecutive year that the female mean has been higher than the male.

Appendix C

Median

	£ph 31.3.24	£ph 31.3.23	£ph31.3.22	£ph 31.3.21	£ph 31.3.20	£ph 31.3.19	£ ph 31.3.18	£ ph 31.3.17
Female	16.21	14.45	13.38	13.22	12.26	11.15	11.12	11.14
Male	15.25	14.15	12.62	12.42	12.09	11.56	11.11	11
Difference	-0.96	-0.3	-0.75	-0.8	-0.17	0.41	-0.01	-0.14
Median gender pay gap in hourly rate	-6.26%	-2.09%	-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 31.3.24 there were two long service awards made, one male and one female. The female received a higher value due to longer service completed.

Bonus

	31.3.24	31.3.23	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Mean Bonus pay gap	-50%	0%	n/a	-21%	-36%	-29%	-96.4%	65.9%
Median Bonus pay gap	-50%	0%	n/a	24%	-58%	-111%	-279.3%	-235.3%

Appendix C

Proportion of males/ females receiving Bonus

	31.3.24	31.3.23	31.3.22	31.3.21	31.3.20	31.3.19	31.3.18	31.3.17
Female	0.8%	3.93%	n/a	6.96%	3.4%	4.4%	3.8%	3.7%
Male	0.53%	1.03%	n/a	5.8%	3.5%	2.6%	3.3%	4.7%

Although there was equal number of females to males that received a long service award, as a proportion of the male/female workforce a higher percentage of females received a long service award in the year ending 31.3.24 due to there being a higher number of males employed.

Quartiles

There are 318 employees split into each of the pay quartiles.

Proportion of males/ females in each pay quartile

	31.3.24		31.3.23 *		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	Female	Male	Female	Male
1st (highest pay)	52%	48%	50%	50%	52%	48%	51%	49%	52%	48%	40.9%	59.1%	37.5%	62.5%	36%	64%
2nd	37.5%	62.5%	27%	73%	37%	63%	44%	56%	40%	60%	40.9%	59.1%	45.3%	54.7%	50%	50%
3rd	45%	55%	47%	53%	37%	63%	41%	59%	40%	60%	36%	64%	25.0%	75.0%	25%	75%
4th (lowest pay)	28%	72%	27%	73%	42%	58%	46%	54%	49%	51%	53.7%	46.3%	56.9%	43.1%	42%	58%

(Increase, decrease, no change)

The percentage of females in the highest pay quartile has increased and returned to 2022 figures resulting in a slightly higher percentage of females to males in this quartile.

*There was a significant increase to the males in the lower quartile due to the TUPE transfer of a male dominated manual workforce in September 2022.