

RBC Gender Pay Gap Reporting as at 31 March 2025

This is the ninth 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. Although the results are still a positive picture, within the last financial year, employee changes have resulted in a negative impact on the results. The mean difference has reduced from the 2024 figure, however the female mean pay remains higher than the male mean pay.

Mean

	£ph 31.3.25	£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	18.80	18.19	16.97	15.63	15.17	14.44	13.58	13.12	12.86
Male	17.79	16.71	15.50	15.11	15.24	14.58	14.63	14.71	14.12
Difference	1.02	1.48	1.46	0.52	0.08	0.14	1.05	1.59	1.26
Mean Gender Pay gap in hourly rate	5.71%	8.87%	8.63%	3.46%	0.5%	1%	7.2%	10.8%	8.9%

This is the 4th consecutive year that the female mean has been higher than the male.

Median

	£ph 31.3.25	£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	16.88	16.21	14.45	13.38	13.22	12.26	11.15	11.12	11.14
Male	15.89	15.25	14.15	12.62	12.42	12.09	11.56	11.11	11
Difference	.98	.96	0.3	0.75	0.8	0.17	0.41	-0.01	-0.14
Median gender pay gap in hourly rate	6.18%	6.26%	2.09%	5.94%	6.44%	1.41%	3.55%	-0.10%	-1.3%

The median difference has reduced from the 2024 figure, however the female median pay remains higher than the male median 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.

Up until 31.3.21 we have previously included the data from employees at the Customer Service Centre who received a performance related pay. **The only element of bonus recorded is through Long Service Awards.**

In the year ending 31.3.25 there were 4 long service awards made to 2 males and 2 females. The 50% gap is due to the value of the 25 year benefit being £500 (to the 2 males), and the 35 year reward being £750 (to the 2 females). Hence a larger percentage difference on this occasion.

	31.3.25	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%	50%	0%	n/a	-21%	-36%	-29%	-96.4%	65.9%
Median Bonus pay gap	50%	50%	0%	n/a	24%	-58%	-111%	-279.3%	-235.3%

Proportion of males/ females receiving Bonus

	31.3.25	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	1.6%	0.8%	3.93%	n/a	6.96%	3.4%	4.4%	3.8%	3.7%
Male	1.05%	0.53%	1.03%	n/a	5.8%	3.5%	2.6%	3.3%	4.7%

Quartiles

There are 315 employees split into each of the pay quartiles.

Proportion of males/ females in each pay quartile

	31.3.25		31.3.24		31.3.23		31.3.22		31.3.21		31.3.20		31.3.19		31.3.18		31.3.17	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
1st (highest pay)	47%	53%	52%	48%	50%	50%	52%	48%	51%	49%	52%	48%	41%	59%	38%	62%	36%	64%
2nd	43%	57%	38%	62%	27%	73%	37%	63%	44%	56%	40%	60%	41%	59%	45%	55%	50%	50%
3rd	43%	57%	45%	55%	47%	53%	37%	63%	41%	59%	40%	60%	36%	64%	25%	75%	25%	75%
4th (lowest pay)	25%	75%	28%	72%	27%	73%	42%	58%	46%	54%	49%	51%	54%	46%	57%	43%	42%	58%

(Increase, decrease, no change)