

RBC Gender Pay Gap Reporting as at 31 March 2020

This is the fourth 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 only 1%

Mean

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

Significant progression of females to senior roles within RBC has resulted in a reduction in the difference of the rate per hour. This is great to be in a position with minimal difference in male v female.

Median

| | £ph 31.3.20 | £ph 31.3.19 | £ ph 31.3.18 | £ ph 31.3.17 |
|---|-------------|-------------|--------------|--------------|
| Female | 12.26 | 11.15 | 11.12 | 11.14 |
| Male | 12.09 | 11.56 | 11.11 | 11 |
| Difference | 0.17 | 0.41 | -0.01 | -0.14 |
| Median gender pay gap in hourly rate | 1.41% | 3.55% | -0.10% | -1.3% |

The mid point of the hourly pay rates has been pretty constant over the 4 years with the largest difference in 2018/2019.

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

| | 31.3.20 | 31.3.19 | 31.3.18 | 31.3.17 |
|-----------------------------|----------------|----------------|----------------|----------------|
| Mean Bonus pay gap | -36% | -29% | -96.4% | 65.9% |
| Median Bonus pay gap | -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

| | 31.3.20 | 31.3.19 | 31.3.18 | 31.3.17 |
|---------------|----------------|----------------|----------------|----------------|
| Female | 3.4% | 4.4% | 3.8% | 3.7% |
| Male | 3.5% | 2.6% | 3.3% | 4.7% |

Out of 260 staff, 9 received a bonus – 4 women and 5 men. There has been a very small change in an increase of men receiving bonus. We now have more men taking part in the PRP scheme at the Customer Service Centre which is the reason for this increase.

2 males received 25 year long service bonus in the year ending 31 March 2020.

7 employees at the Customer Service Centre received performance related pay (4 female, 3 male)

Quartiles

There are 65 staff in each of the pay quartiles.

Proportion of males/ females in each pay quartile

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

(Increase, decrease, no change)

The trend to increase the number of female employees in the upper quartile has continued which reflects the increase in the female mean pay. Over the last 3 years the percentage of female in the highest quartile has increased each year. Females make up a larger proportion of the top half than they did in 2017.

Suggested Next steps

Review other local authorities to compare RBC performance to theirs

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