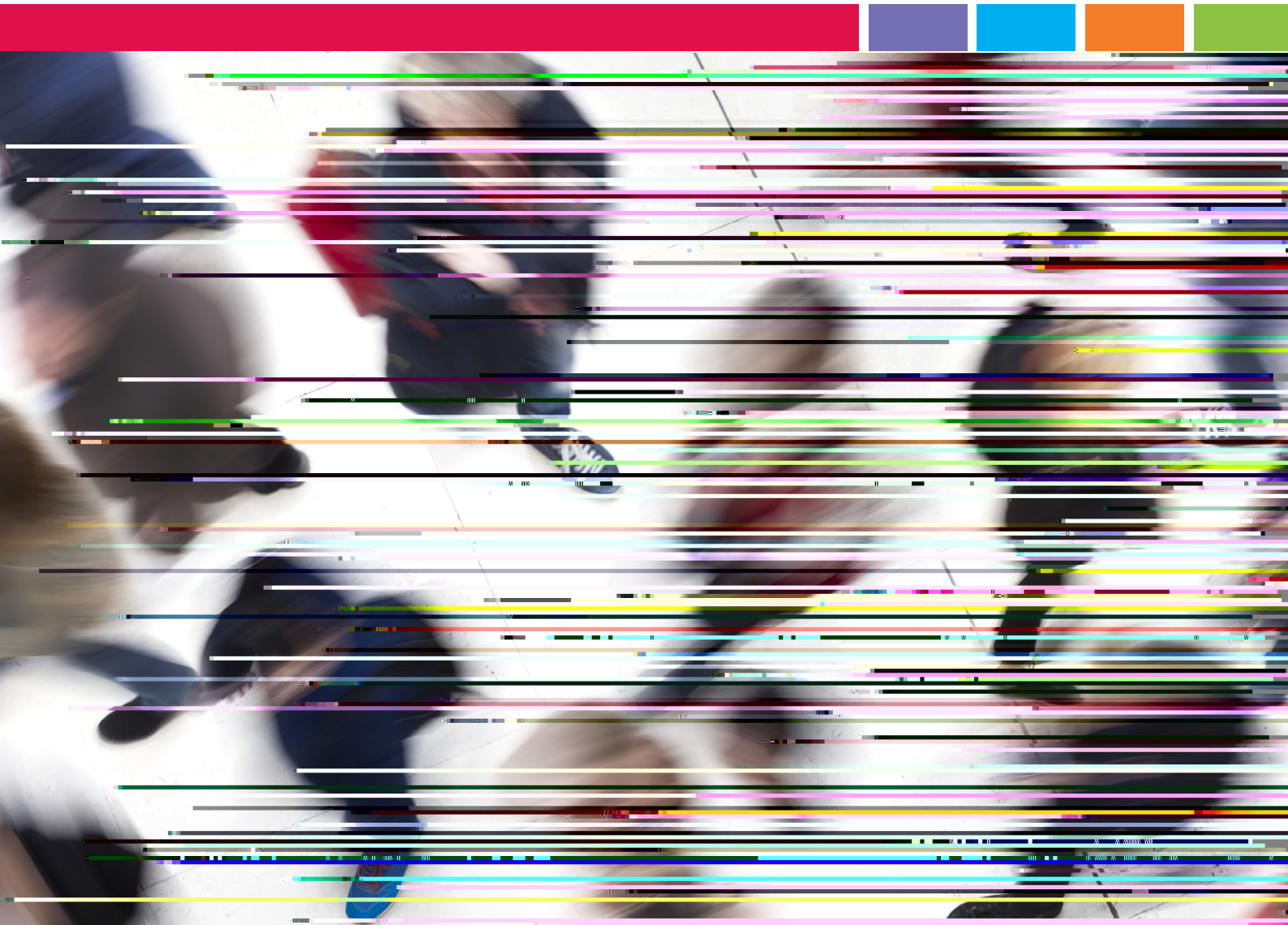


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# Contents

# 1. Executive summary

## 2. RCN gender pay gap summary

The RCN's reportable gender pay gap is :

Mean Pay Gap	12.6 %
Median Pay Gap	13.7%

We carried out internal equal pay audits in 2010 and 2016 - although the formula for calculating the hourly pay rate that underpins these reportable figures is slightly different from the one we used in our own equal pay audits.

This means that comparison of our 2017 figures with our past equal pay audits is imperfect, although

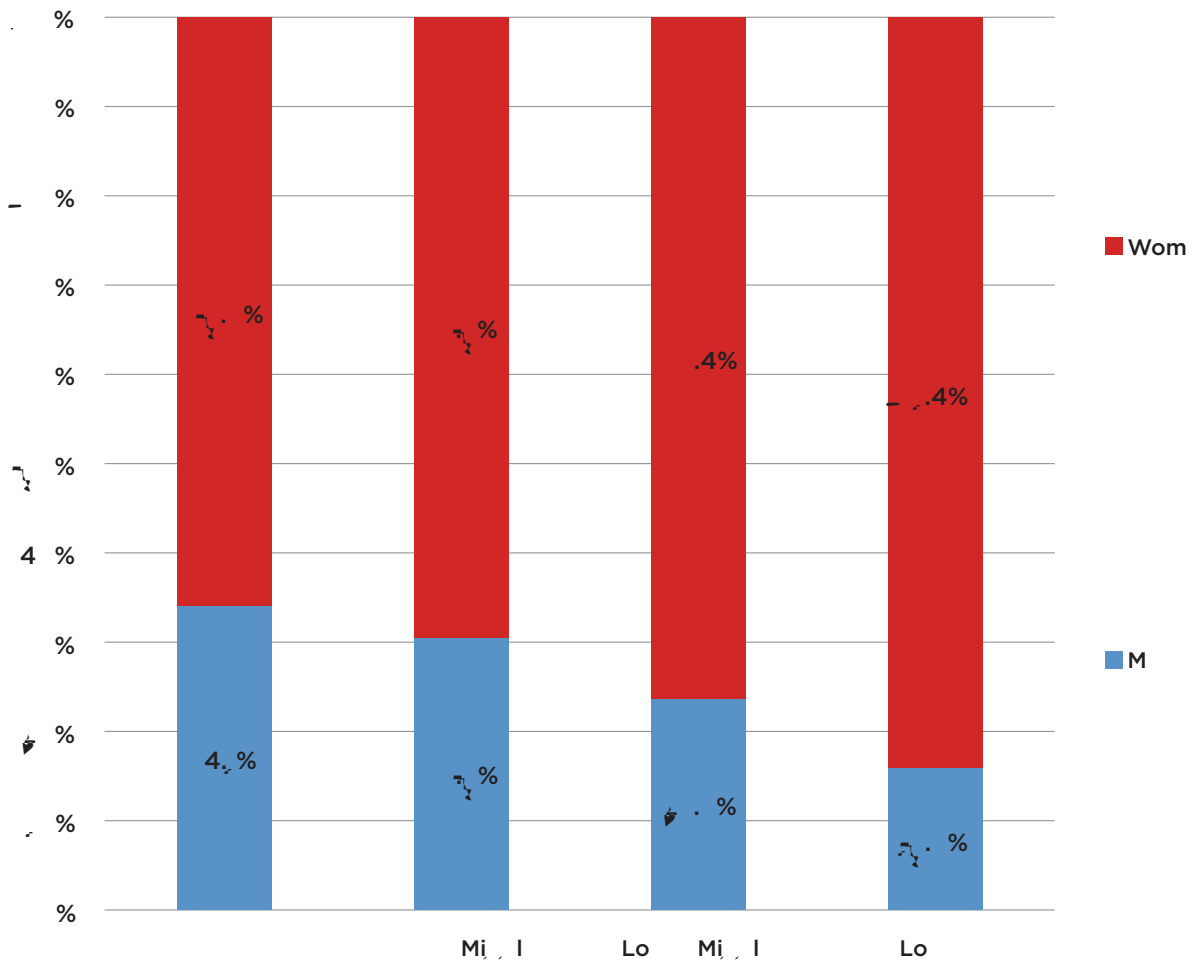
# 3. Bonuses, quartiles and analysis

## Bonuses

Bonuses are not paid as part of the RCN's reward package, so there are no reportable figures to include as part of this report.

## Pay quartiles

This is the breakdown of men and women in the RCN's four pay quartiles.



## Pay progression and structure

The RCN has a narrow graded pay structure with incremental pay points – with pay progression linked to length of service.

All roles are graded using our bespoke job evaluation scheme. When the scheme was designed, we brought in independent expertise to ensure that the criteria against which jobs are evaluated and graded are free of inherent bias and discrimination. All our past equal pay audits have revealed that when pay comparisons are made grade-by-grade (to take account of the principle of equal pay for work of equal value), the pay gap all but disappears.







We routinely report on:

- The proportion of men and women progressing through the various stages of our recruitment and selection process
- The number of women and men in each pay grade

We operate a structured policy review schedule and work in close partnership with our recognised trade unions when reviewing our policies and procedures.

We also consult our various staff networks (LGBT, Race & Culture, Access & Inclusion) when making policy changes.

We carry out comprehensive Equality Impact Assessments on any changes to ensure ts

## 5. What more will we do?

To further address our gender gap, we will therefore need to make greater progress in balancing the male/female workforce profile across our various grades and/or allow more time for the measures taken in recent years to have an effect.

We will further develop our evidence base by expanding our routine reporting to seek out more relevant data where possible. We will look at :

- the number of men and women who apply for jobs or promotion and the number who are successful
- the numbers of men and women who apply externally compared to internally
- the proportion of women and men who return to work after maternity, paternity, adoption or shared parental leave to resume their original jobs
- separate gender pay gap figures for full-time and part-time employees
- the proportion of women and men still in post a year after a return to work from maternity, paternity, adoption or shared parental leave
- the proportion of women who work part-time and flexibly compared to men, and at what level such arrangements are found
- the number of successful flexible working requests by gender.

We will be equalising our occupational shared parental pay with maternity pay, which will help us both encourage and enable men to share responsibility for childcare, tackling the “parenthood penalty” that has traditionally been paid by women who have paused their careers to raise children.

We are also introducing transitional support for staff going on and returning from long term parental leave to help support a successful and sustained return to work.



