

Gender Pay Gap Report



RCN Legal Disclaimer

This publication contains information, advice and guidance to help members of the RCN. It is intended for use within the UK but readers are advised that practices may vary in each country and outside the UK.

Gender

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1. Introduction

Executive summary

As the world's largest professional body and trade union of nursing staff, the Royal College of Nursing

a) The RCN'S Gender Pay Gap

The RCN's reportable gender pay gap is :

Table 1

	2017	2018
Mean	12.6%	7.8%
Median	13.7%	11.5%

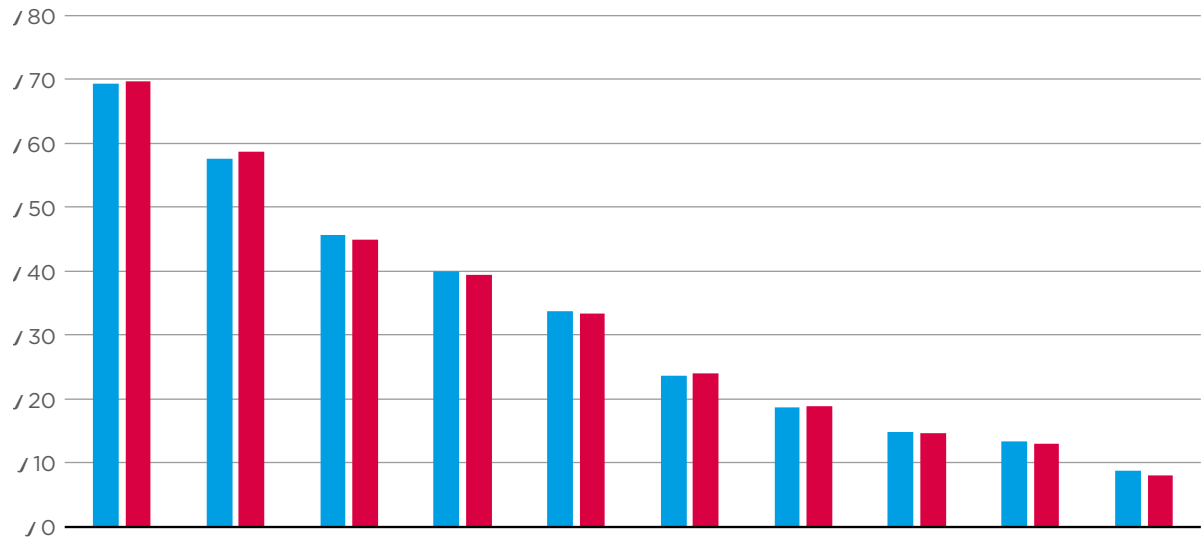
We carried out internal equal pay audits in 2010 and 2016 - although the formula for calculating the gender pay gap is based on the 2017 and 2018 data.

b) Bonuses

The RCN has a narrow graded pay structure with incremental pay points – with pay progression

The chart below shows the average hourly pay for men and women in each of our pay grades.

Figure 3

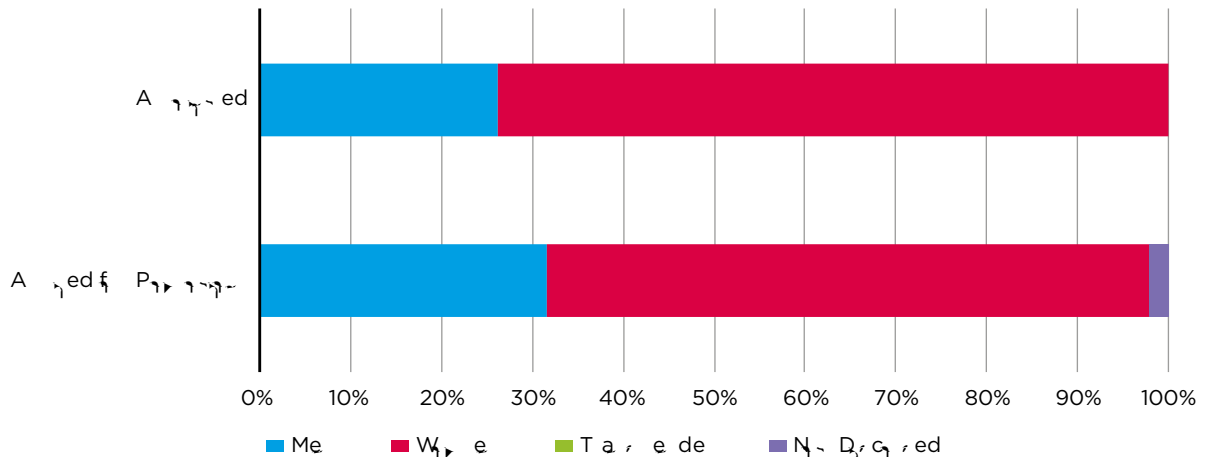


1) Developed our evidence base

For a number of years we have routinely reported on:

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

Figure 6



The other metrics we committed to begin measuring were:

In the last 12 months, 100% of our staff who have taken maternity, paternity, adoption or shared parental leave have returned to their original jobs.

Analysis of this year’s data shows very small gaps across all groups apart from the median for part-time staff. The sample of men for this calculation is very small, at just 18. Had the median point been one line lower in the sample, the median pay figure would have been £18,37 and the gender pay gap for that group would have been zero, so the very small sample size is a significant factor in this figure, given that the mean gap for this group is 4.2%.

Table 4

		Male salary (per hour)	Female salary (per hour)	Gry	

The proportion of men and women who work part-time or flexibly is shown in the table below.

2) Ensured related policies and practices are up to date

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 & Cu

4. W a M e W We D ?

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

Having only recently expanded our reporting as part of our commitment in our 2017 Gender Pay Gap Report, we will continue to monitor these new measures as it is too early to draw robust conclusions from the data we have.

