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The RCN's reportable gender pay gap is:

Table 1

| | 2023 |
|----------------|------|
| Mean pay gap | 2.6% |
| Median pay gap | 3.0% |

We carried out internal equal pay audits in 2010 and 2016, although the formula for calculating the hourly pay rate that underpins the 2017 to 2023 reportable figures is slightly different from the one we used for our own equal pay audits.

This means that comparison of our 2017-2023 figures with our past equal pay audits is imperfect, although the differences are not significant enough to make comparison invalid.

Those historical figures are presented below (Table 2 and Figure 1) for comparison (only the mean pay gap was calculated in our equal pay audits).

Table 2

| | 2010 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------|-------|-------|-------|-------|------|------|------|------|------|
| Mean pay gap | 27.3% | 15.8% | 12.6% | 7.8% | 7.4% | 0.3% | 0.3% | 3.7% | 2.6% |
| Median pay gap | | | 13.7% | 11.5% | 8.7% | 1.1% | 0.0% | 8.7% | 3.0% |

Figure 1: Gender pay gap 2010-2023

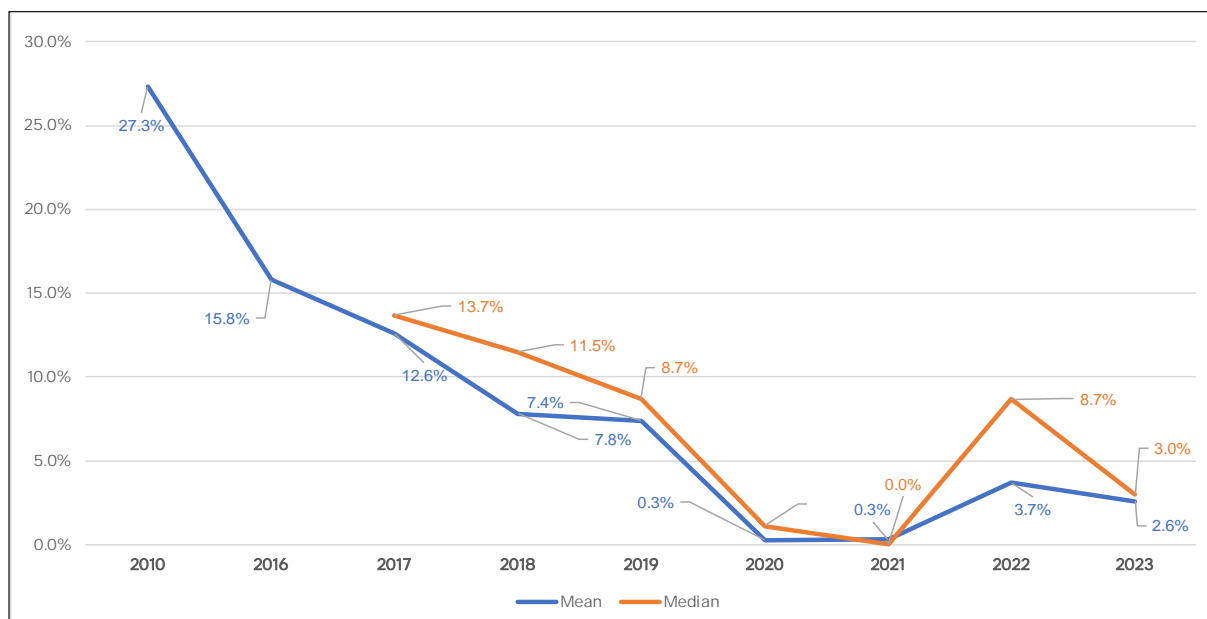
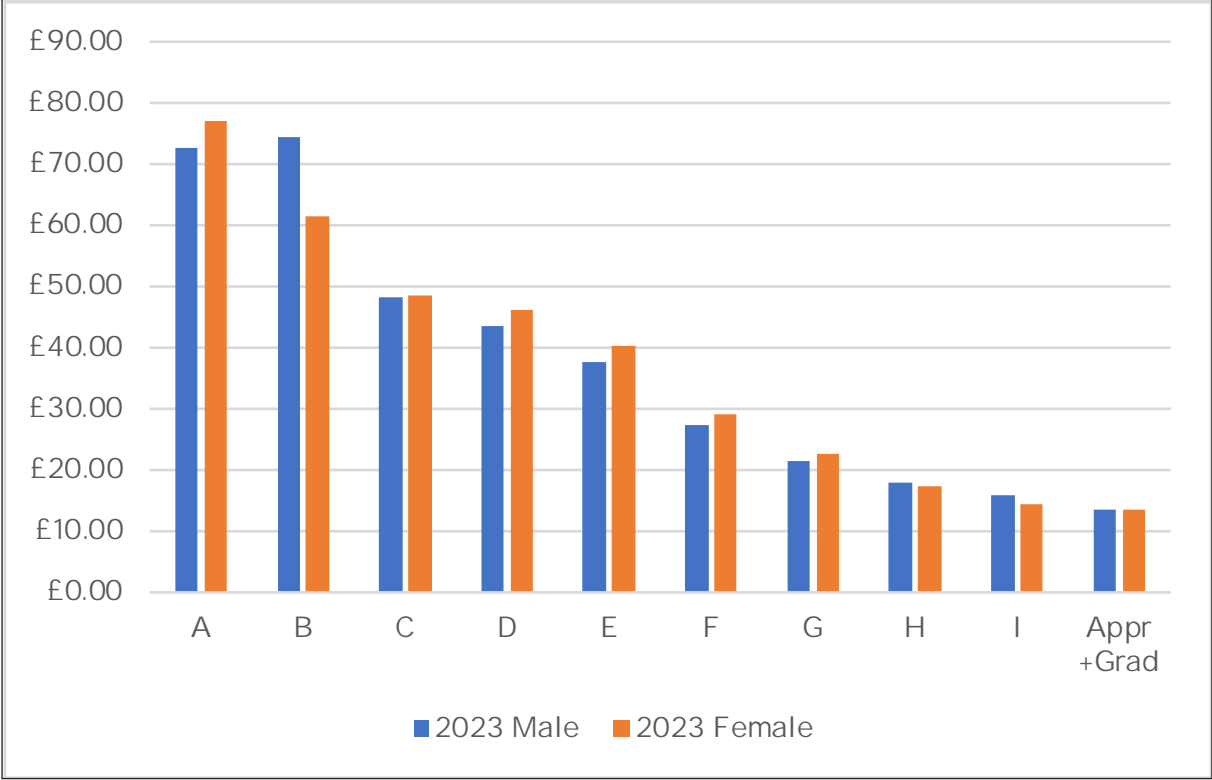




Figure 3 shows the average hourly pay for men and women in each of our pay grades.

Figure 3: Average hourly pay by grade in 2023

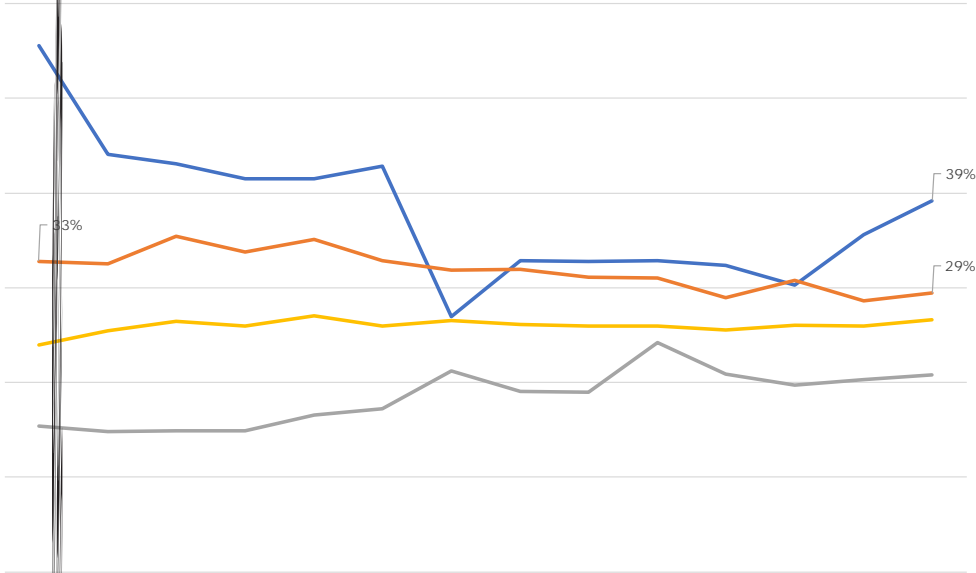


We know that the main driver behind our gender pay gap is not related to the rates of pay for men and women doing similar work; instead, it is caused by disproportionately more males in the most senior roles compared to the least senior roles.



Figure 4 shows the percentage of men in each range of grades since 2010. The gender profile in our higher-paid grades (A to D) is becoming more consistent with our overall workforce profile, where the proportion of women is increasing towards the overall workforce profile.

Figure 4: Grade profile of male staff



Currently, 69% of our managers are women and, although 27% of all RCN employees are male, at the most senior grades the proportion of male employees has historically been much higher. It is 33.8% this year, 1.8% lower than 2022, although it was as high as 55.6% in 2009/2010.

The number of males in senior positions decreased in 2023, and the picture remains significantly better than in 2010. The progress that has been made in addressing our gender pay gap since 2010 is primarily attributable to the improving diversity profile at our more senior grades.



Figure 6

We are committed to continuing to measure the following metrics:





Figure 7a

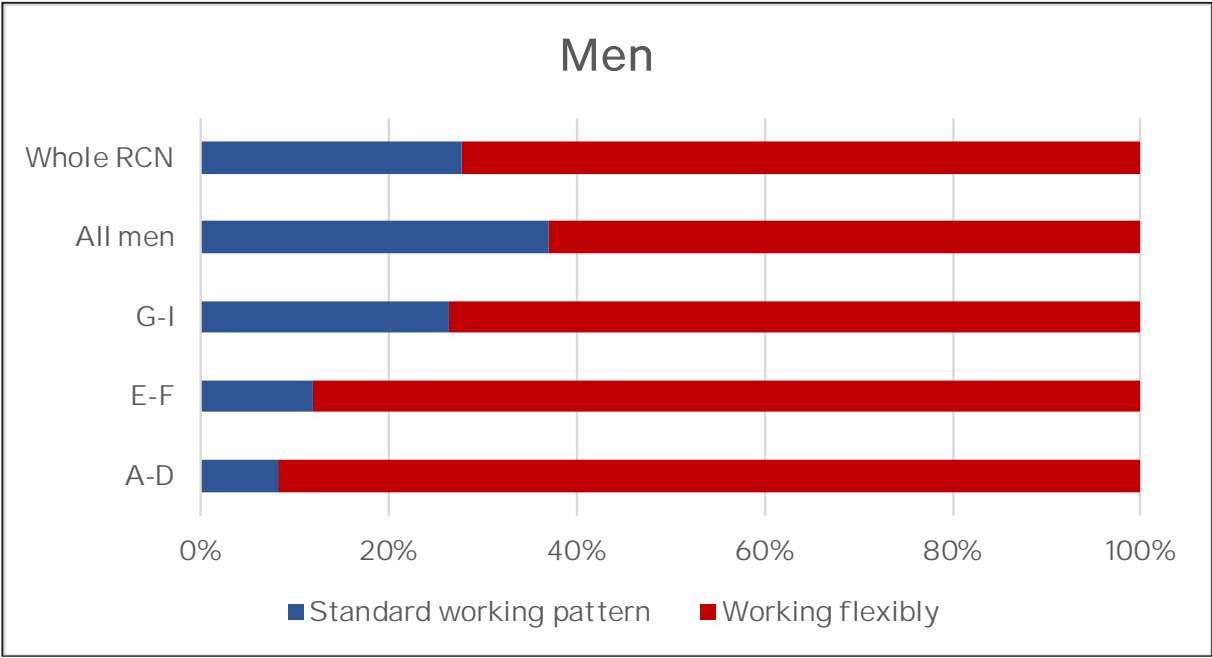
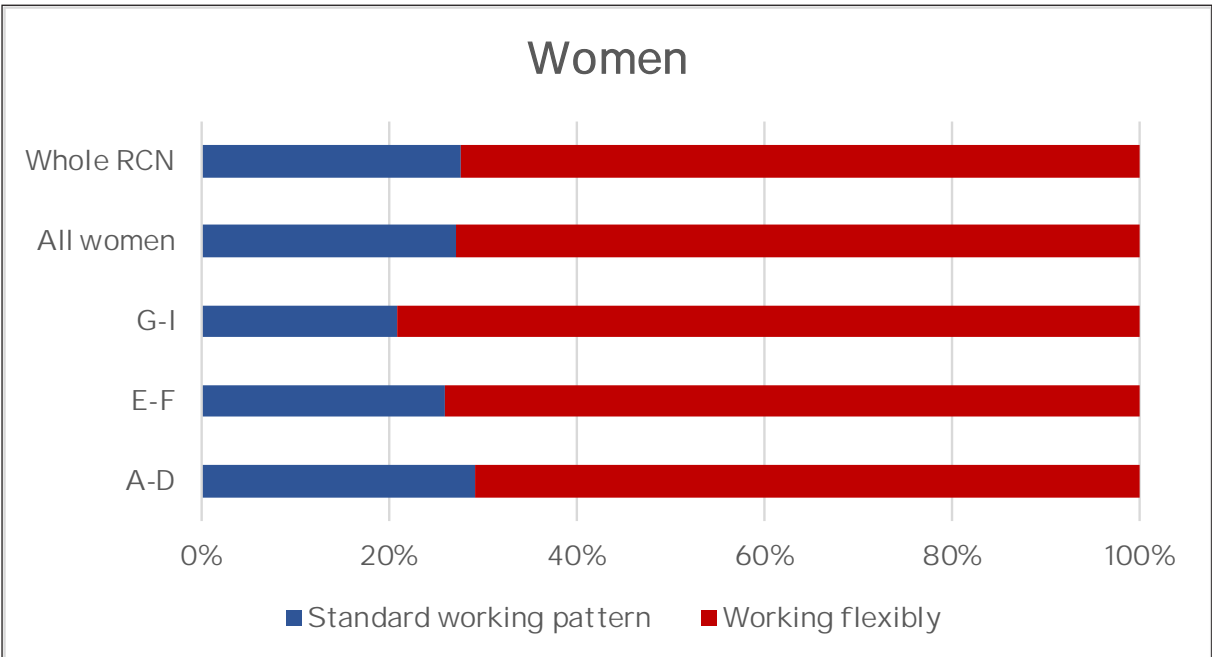


Figure 7b



Across the organisation the pattern of take-up of flexible working options is reasonably consistent for both men and women (Figures 7a and 7b). Almost all roles are advertised as flexible, although flexible working is generally less common at our more senior grades (A to D).



The number of successful flexible working requests by gender

In 2023, 98% of men and 99% of women had their requests for flexible working accepted.

2. Ensured related policies and practices are up to date





However, given turnover and
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Therefore, it's important that
process in balancing the

and flexible
impacts
of the

es

