



Royal College
of Surgeons

ADVANCING SURGICAL CARE

RCS: Gender Pay Gap Report


Date of publication: April 2018

CEO's introduction

Our commitment

The RCS is committed to ensure equality of opportunity and to promote diversity for all existing and potential staff, affiliates, members, fellows, Council Members, contractors and visitors. This is enshrined in our values.

Our aim is that our recruitment and employment practices promote and support equal opportunities and do not discriminate unlawfully in any way.



Andrew Reed
Chief Executive, RCS

UK gender pay reporting requirements

In 2017 gender pay reporting legislation was introduced. This requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are required to calculate the following information:

- 1. The mean gender pay gap:** the difference between mean hourly rate of pay that male and female employees receive
- 2. The median gender pay gap:** the difference between the median hourly rate of pay that male and female employees receive
- 3. The mean bonus gender pay gap:** the difference between the mean bonus pay that male and female employees receive
- 4. The proportion of male and female employees receiving a bonus payment:** the proportion of male and female employees who were paid an amount of bonus pay
- 5. The proportion of male and female employees in each quartile band:** the proportion of male and female employees in four quartile pay bands which is done by dividing the workforce into four equal parts

Gender pay and equal pay

The gender pay gap differs from equal pay. Equal pay deals with pay differences for men and women who carry out the same jobs. Unequal pay is unlawful.

The gender pay gap shows the disparity in the average pay between men and women. It does not relate to equal work and there are many variables that can influence this data, such as part-time working, taking time out of work for family and caring responsibilities and returning to work in lower paid roles.

Method of calculation

The gender pay gap data was calculated in accordance with the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

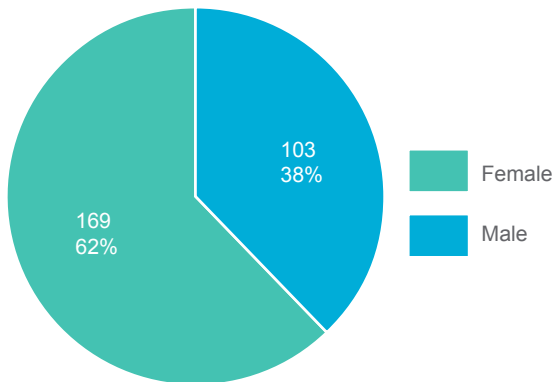
The pay calculations were based on the average earnings of male and female employees employed by the RCS on 5 April 2017.

The pay calculations were based on ordinary pay of which includes: basic pay, allowances, pay for leave but excludes; overtime pay, repayment of expenses and interest-free loans.

Staff demographics

The gender split in the RCS is shown below.

Across the RCS there is a higher proportion of female employees than male employees.



Total employees: 272

Our gender pay gap calculations

Gender pay calculations are based on hourly rates of pay.

Table 1 shows the mean and median gender pay gap between females and males based on hourly rates of pay.

The mean pay gap between male and females employees is 14.2% and the median pay gap between male and female employees is 15.4%. Both measures favour male employees.

The RCS's mean and median gender pay gaps are smaller than the national averages.

Table 1

Hourly Fixed Pay	RCS Figure	National Figure
Mean	14.2%	17.3%
Median	15.4%	18.1%

Bonus gender gap

In the 12 months preceding 5 April 2017 a small number of one-off payment awards were made in relation to exceptional performance and for special recognition of performance; these were linked to the annual performance review process.

Our median bonus gap is 0.0%

Our mean bonus pay gap is 0.0%

Table 2 below shows the proportion of females and males receiving a bonus payment in the 12 months preceding 5 April 2017. The same number of female and male employees received a bonus payment. However, relative to the total numbers of female and male employees, a higher proportion of male employees received a payment.

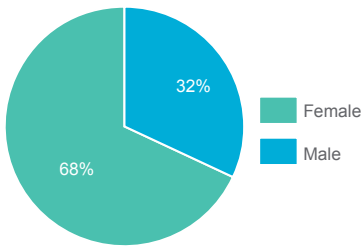
Table 2

Gender	Bonus received	Bonus not received	% received
Female	9	160	5%
Male	9	94	9%

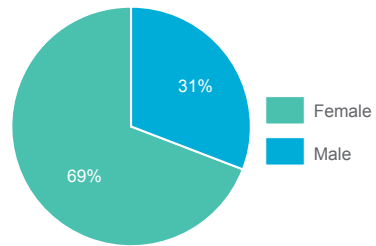
Pay quartiles

The graphs below show the distribution of gender across four quartiles of pay with the first quartile representing the lowest pay bracket within the organisation the fourth quartile representing the highest pay bracket.

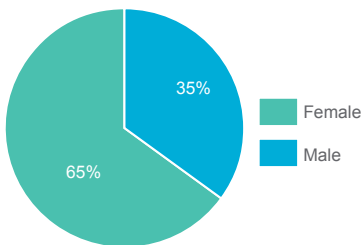
Quartile 1: Lowest pay quartile



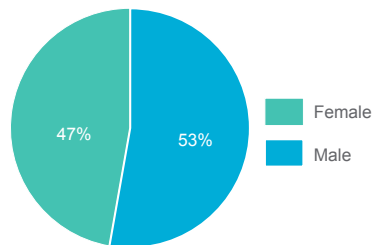
Quartile 2



Quartile 3



Quartile 4: Highest pay quartile



The proportion of female staff in the pay quartiles 1–3 broadly reflects the overall staff demographics of the RCS. However, in the highest pay quartile there is a higher proportion of males, 53%, than the 38% of males employed by the RCS.

The proportion of males and females in each quartile is based on 272 staff who were employed as at 5 April 2017 – 68 staff in each quartile.

What do our data tell us?

Our gender pay gap figures are below the Office of National Statistics figures.

The critical factor influencing the figures is the distribution of men and women within the hierarchy as there is a higher proportion of female employees in the lower banded roles within our structure.

The organisation is 62% female. However, 53% of employees in the highest pay quartile are males.

The salary quartiles demonstrate that the lower levels are disproportionately female. There is a higher proportion of males in the highest pay quartile than in the RCS as a whole.

Action planning

Our gender pay gap results highlights that there is a need to focus on achieving a higher representation of female employees in roles in our higher levels.

It is important to note that our figures are based on data as at 5 April 2017 and since this time the RCS has been through significant structural change.

We therefore intend to produce and analyse our data using the same calculation methods on an annual basis to assess the impact of these changes.

We will undertake further analysis to understand the factors influencing our gender pay gap to determine the steps that can be taken to address it.

We believe that factors such as length of service have had an impact on our data and will investigate this area further.

Actions we have taken

Our pay policy

Since April 2017 we have reviewed and developed our existing pay policy

Two of the key aims of our pay and performance framework are set out below

- a fair and consistent approach to the management of salary ranges for all roles within the RCS
- aim to be consistent with equal pay best practice and a commitment to regularly assess our performance against this

The new policy places an emphasis on the highest level of pay awards being focused on employees at the lowest end of the pay quartiles thereby over time reducing pay gaps at all levels.

The new pay policy and pay award system will be implemented in July 2018 and we will review and evaluate the impact of our pay model approach on gender pay over the next four years.

Our job evaluation process

We have a standard approach to job grading using the Hay job evaluation methodology, which ensures a consistent approach, is applied across the RCS.

We are in developing workshops for managers to assist and support their understanding of the job evaluation process and the work levels against which all jobs are evaluated.

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Registered Charity No. 212808

Published: March 2018