



Gender Pay Gap Report

2022

CORPORATE



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1. Introduction

Executive summary

As the world’s largest professional body and trade union for nursing staff, the Royal College of Nursing (RCN) is committed to equality of opportunity for our members in their employment and for the people we employ. While we fight for fair pay for nursing, we must ensure that we remunerate our own people fairly. For that reason, and in fulfilling our commitments to equality, diversity, and inclusion, we are continually reviewing our employment policies and approach to ensure they are fair in their design and in practice.

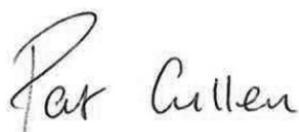
When the data for this report was taken in April 2022, our workforce is 73% female and 27% male. We remain confident that both men and women are paid equally for doing the same work. Our pay structure rewards length of service, so any gender pay gaps we see within a pay grade are directly attributable to how long people have worked here, not their gender.

We are required by UK legislation to report in a binary way. We recognise that some of our people may not identify as male or female and that those who, for example, identify as non-binary or whose gender identity doesn’t align with the sex they were assigned at birth, may not feel included due to the language used and the binary categories reported on.

This report presents the RCN’s gender pay gap for the April 2022 snapshot date. Our mean pay gap is 3.7%, and the median pay gap is 8.7%.

As a trade union we are determined to practise what we preach. As a professional body we are committed to setting the highest standards and so we strive to be an exemplary employer.

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.



Pat Cullen
General Secretary & Chief Executive

2. Summary

a) The RCN’s gender pay gap

The RCN’s reportable gender pay gap is:

Table 1

	2022
Mean pay gap	3.7%
Median pay gap	8.7%

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 2022 reportable figures is slightly different from the one we used for our own equal pay audits.

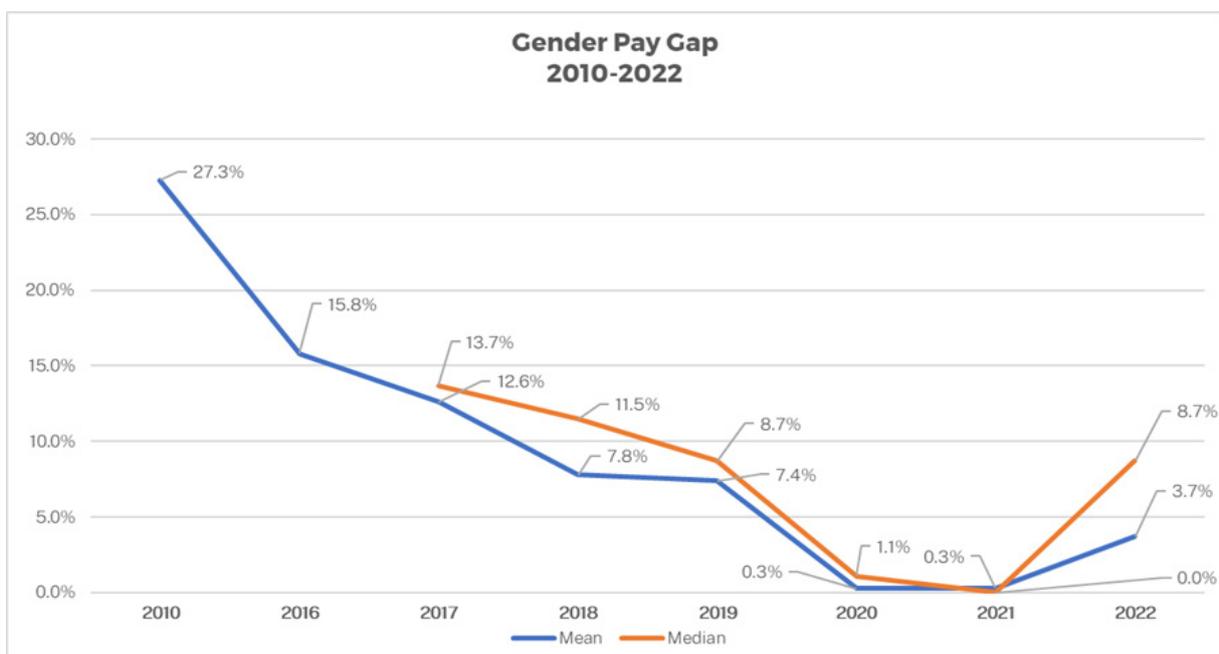
This means that comparison of our 2017-2022 figures with our past equal pay audits is imperfect, although the differences are not significant enough to make comparison invalid.

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
Mean pay gap	27.3%	15.8%	12.6%	7.8%	7.4%	0.3%	0.3%	3.7%
Median pay gap			13.7%	11.5%	8.7%	1.1%	0.0%	8.7%

Figure 1: Gender Pay Gap 2010-2022



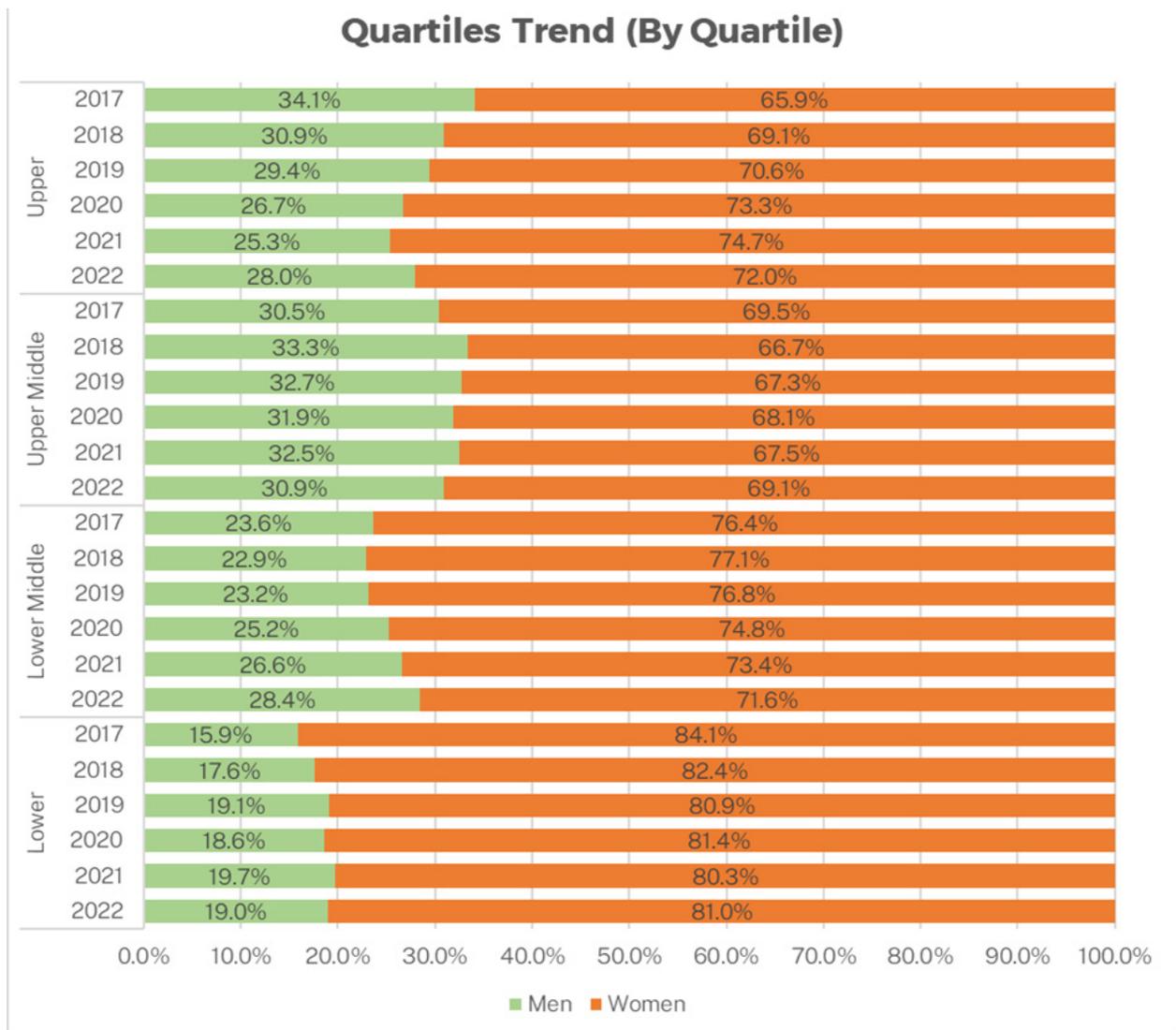
b) Bonuses

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.

c) Pay quartiles

Figure 2 presents the breakdown of men and women in the RCN’s four pay quartiles over the last six years.

Figure 2: Quartiles Trend (By Quartile)



The 2022 data reveals that there continues to be a lower proportion of men than women across all four pay quartiles, however this is notably lowest in the lowest quartile, and highest in the upper quartile. All the changes we can see between 2021 and 2022 are relatively minor. The most significant of the changes is the drop in the proportion of women in the upper pay quartile (by 2.7%) compared to 2021.

3. Analysis

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 and those evaluations are carried out by the People & OD team in partnership with our recognised trade unions. 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.

The reportable 2022 data reveals this same pattern, as it has for previous years. None of our grades that include more than 25 employees have a gender pay gap of more than 3%.

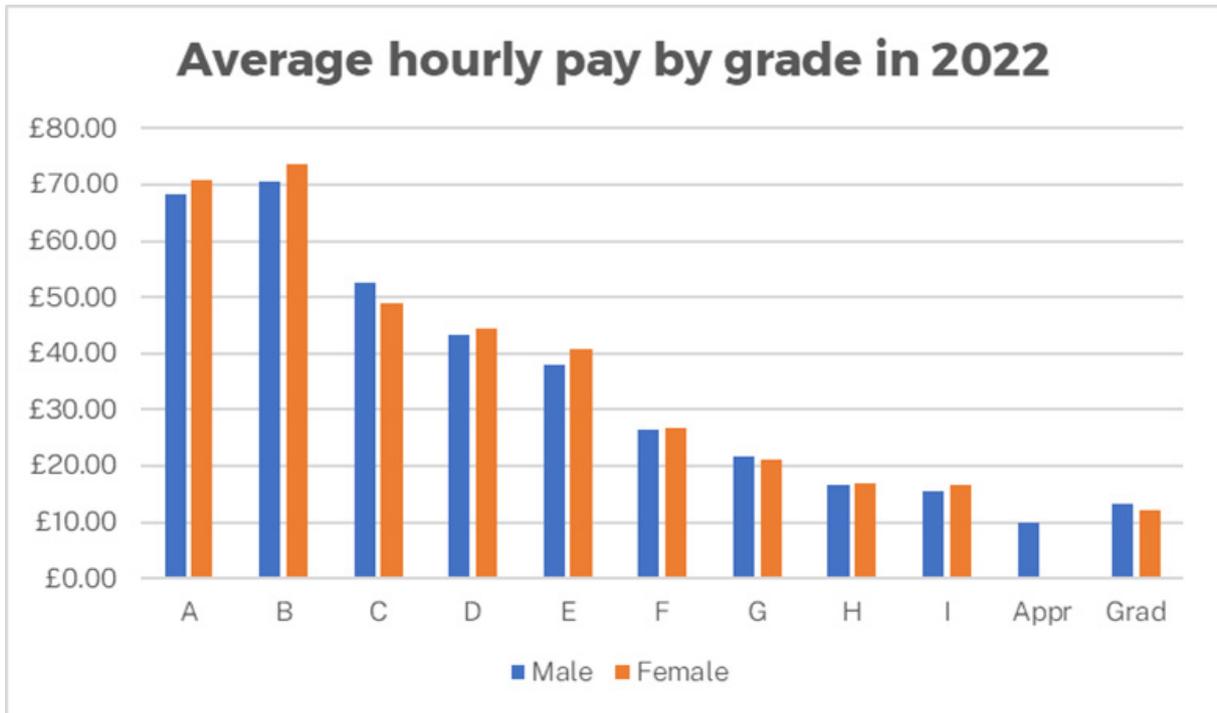
Within grades there will be a natural and inevitable difference in the distribution of men and women across the various incremental points, which accounts for in-grade gender pay gaps. This is because progression through the pay points in the grade is linked to service, so men and women within the same grade will be distributed across the pay points depending on their length of service at the grade.

Table 3

Grade	Average male salary 2022 (per hour)	Average female salary 2022 (per hour)	Gender pay gap 2021	Gender pay gap 2022	Sample size 2022
A	£68.41	£70.80	-7.59%	-3.38%	4
B	£70.63	£73.78	11.38%	-4.27%	9
C	£52.51	£48.89	8.47%	7.40%	19
D	£43.17	£44.44	-3.38%	-2.86%	41
E	£37.92	£40.69	-7.44%	-6.81%	175
F	£26.34	£26.61	-2.62%	-1.01%	301
G	£21.61	£20.97	-6.48%	3.05%	209
H	£16.67	£16.79	2.91%	-0.71%	169
I	£15.61	£16.54	-5.29%	-5.62%	26
Apprentices and graduates	£11.58	£12.00	-17.20%	-3.50%	6

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

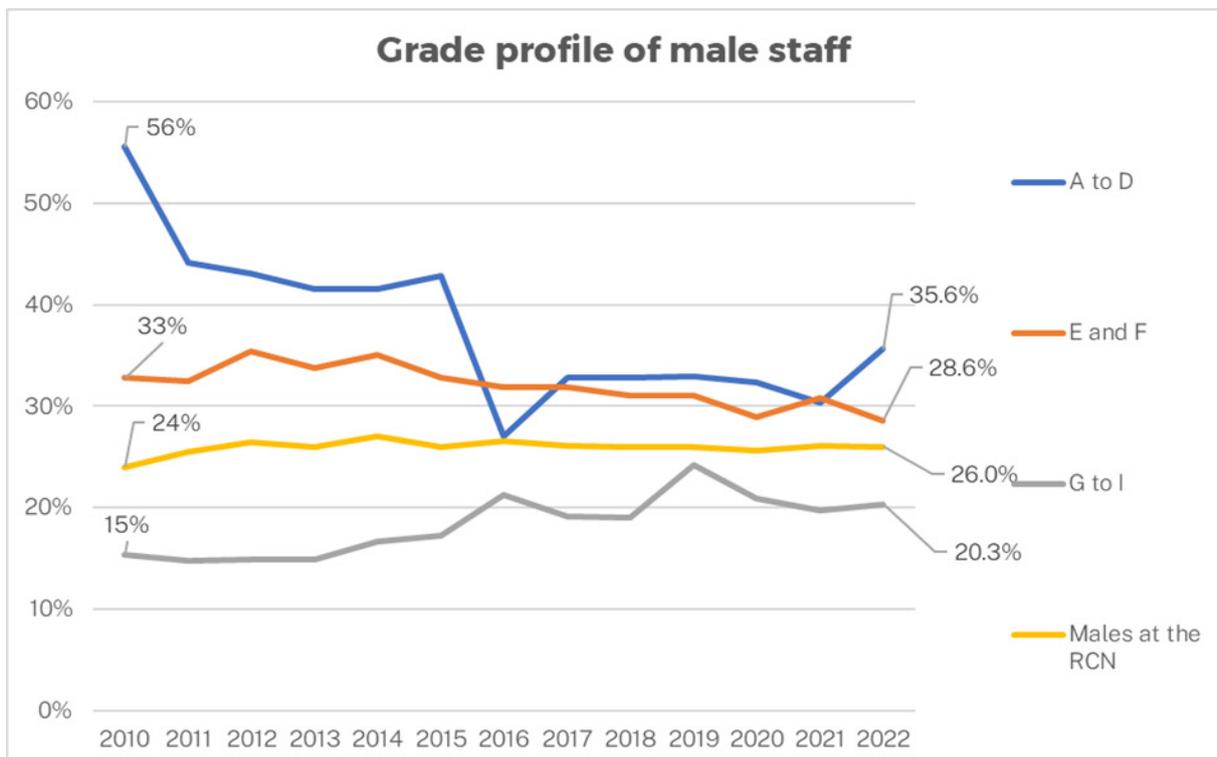
Figure 3: Average hourly pay by grade in 2022



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 70% 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 35.6% this year, 5.6% higher than 2021, although it was as high as 55.6% in 2009/10.

While the number of males in senior positions increased in 2022, the picture remains significantly better than 2010 and 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.

4. What have we done already?

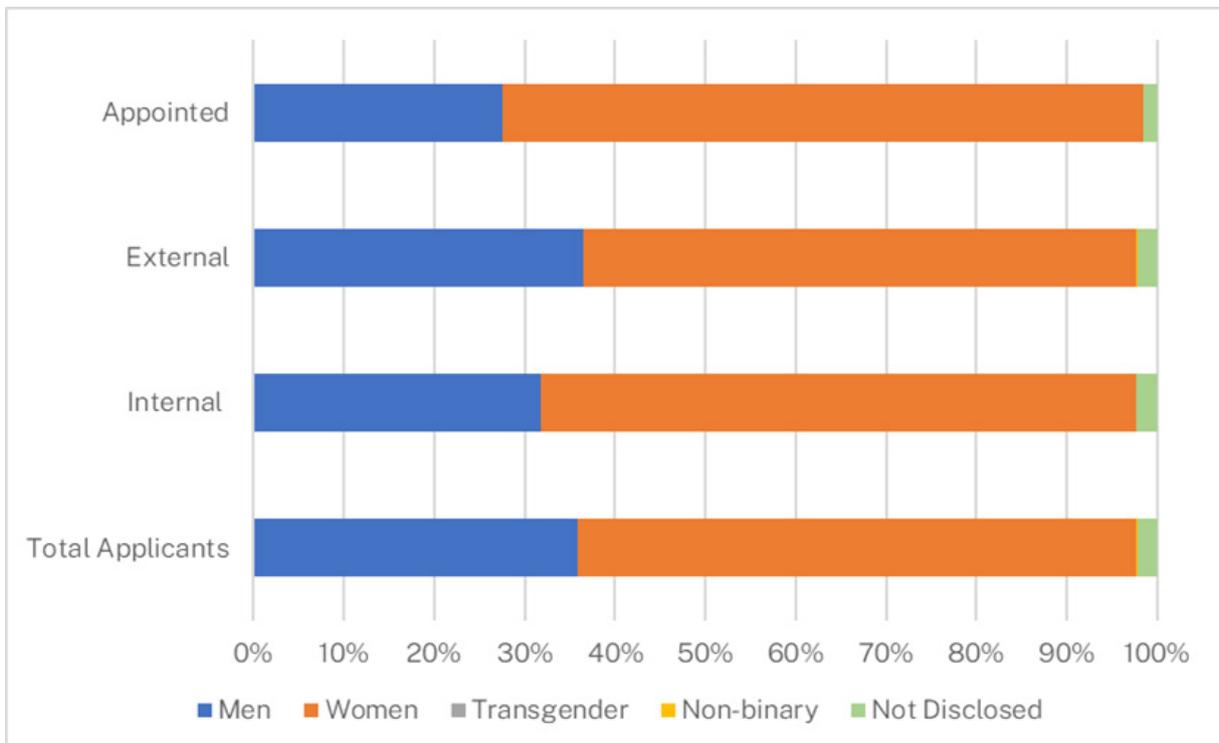
1. Developed our evidence base

We continue to routinely report on:

- a) the numbers of men and women, and proportion of men and women who apply for jobs and the number who are successful
- b) the numbers of men and women who apply externally compared to internally.

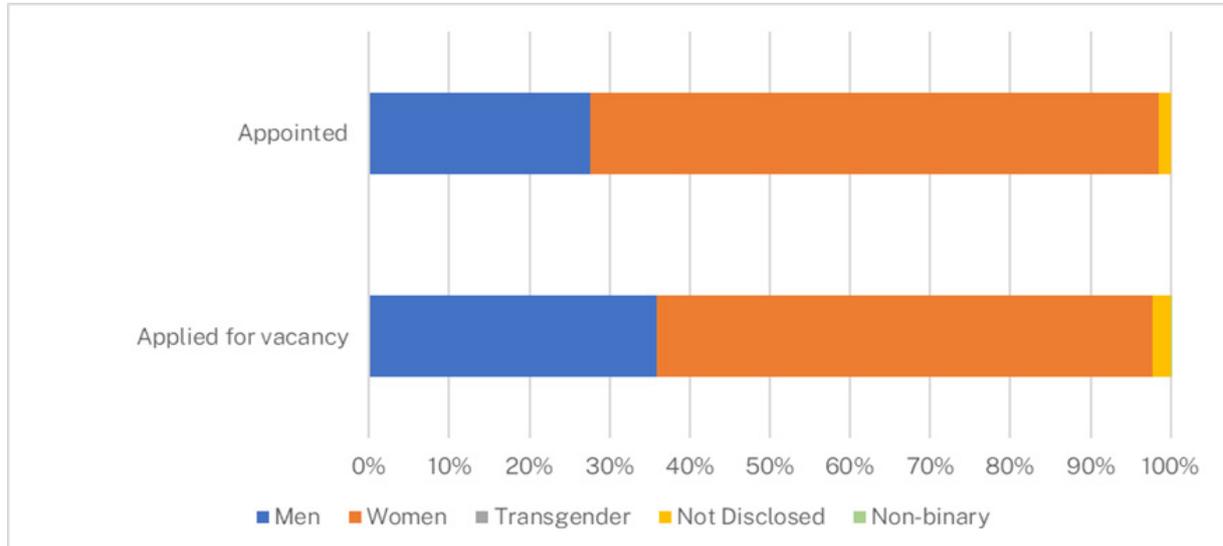
In 2022, 36% of our job applicants were men, but the proportion of successful applications is 28% men and 71% women, consistent with our overall workforce profile. The picture is similar for both internal and external job applicants.

Figure 5



We are also committed to measuring the internal movement of men and women who apply for posts and are successful applicants (Figure 6). In 2022, 36% of employees who applied for a vacancy were men. The proportion of those appointed who were men was 28%, which is consistent with our overall workforce profile.

Figure 6



The other metrics we committed to begin measuring were:

The proportion of women and men who return to work after maternity, paternity, adoption or shared parental leave to resume their original jobs

In the 12 months following the April 2022 snapshot, 96% of our employees who have taken maternity, paternity, adoption or shared parental leave have returned to their original jobs.

The proportion of women and men still in post a year after returning to work from maternity, paternity, adoption or shared parental leave

In 2022 the data on those employees is as follows:

Table 4

Leave type	Number of employees	Still in post one year after return	Notes
Maternity	39	97%	Two people (5.1%) seconded to a different role at a higher grade.
Paternity	2	100%	One, remained in their original role and one promoted to a higher grade.
Adoption	0	0%	No requests for adoption leave in the reporting period.
Shared parental leave	1	100%	One person returned to their original role.

Separate gender pay gap figures for full-time and part-time employees

Analysis of this year's data shows very small gaps across all groups apart from the median for part-time employees.

Table 5

		Male salary (per hour)	Female salary (per hour)	Gender pay gap 2022	Sample size
Mean	Full-time	£28.68	£27.18	5.2%	700 222 men 478 women
	Part-time	£26.60	£27.53	-3.5%	277 35 men 242 women
Median	Full-time	£26.76	£26.21	2.0%	700 222 men 478 women
	Part-time	£21.88	£22.01	-0.6%	222 35 men 242 women

The proportion of women who work part-time and flexibly compared to men, and at what level such arrangements are found

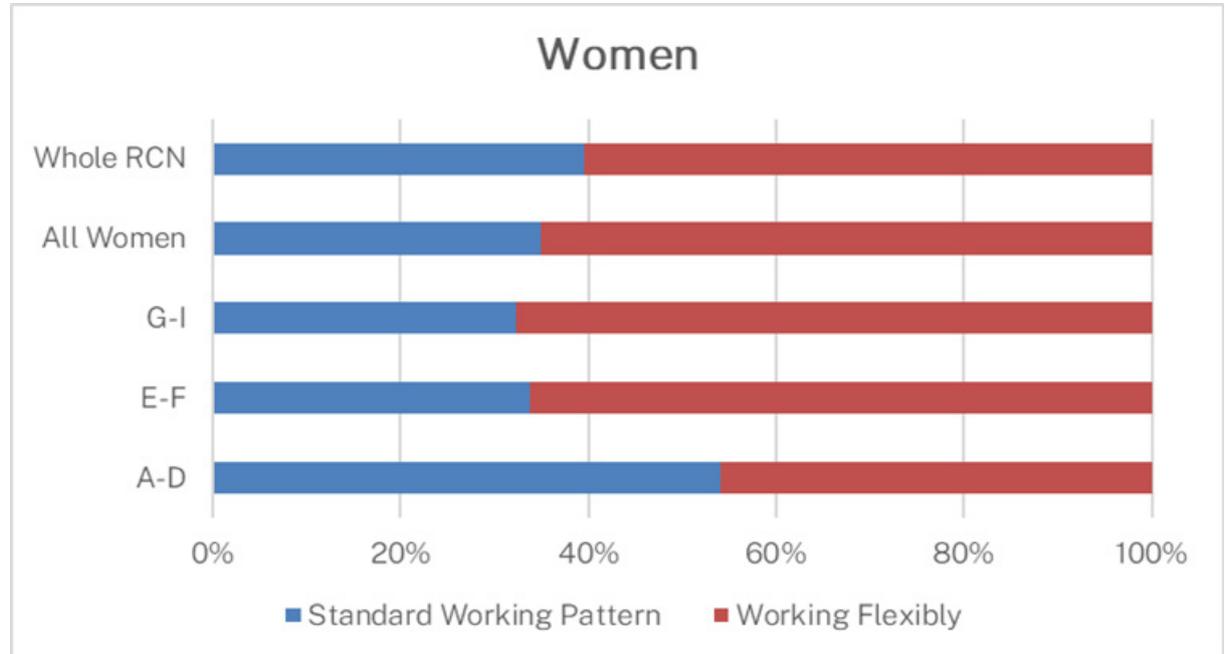
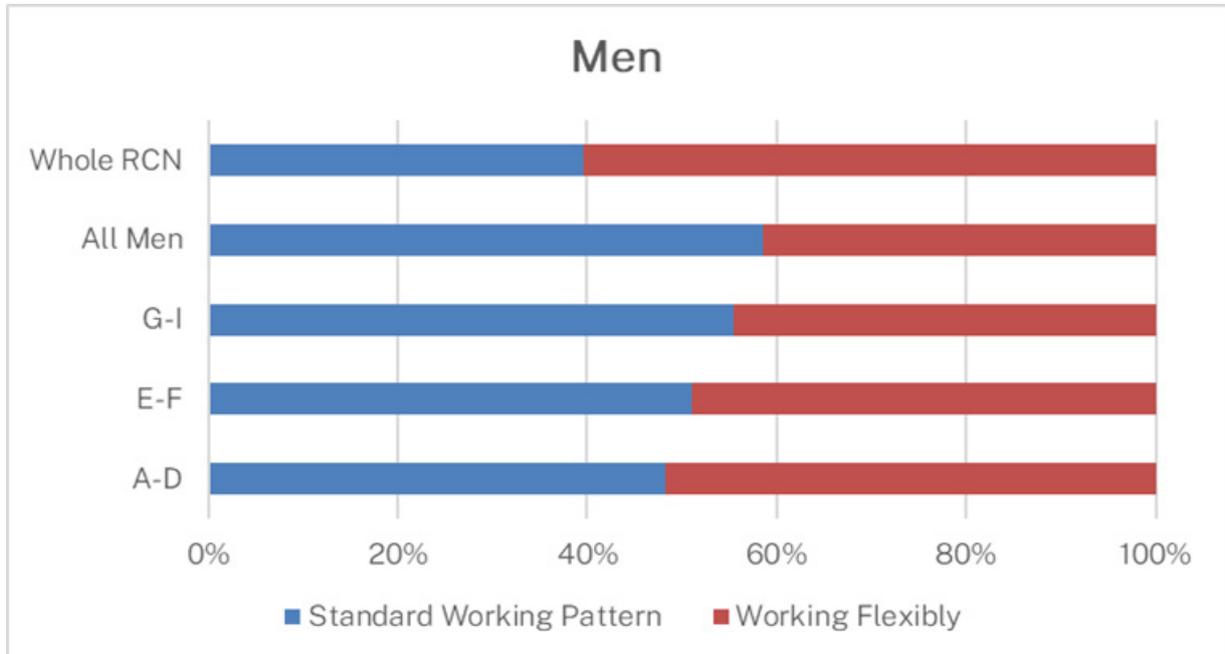
The proportion of men and women who work part-time or flexibly is shown in Table 6.

Table 6

	Men	Women	All staff
Part-time	10%	30%	25%
Working flexibly	12%	48%	60%

Across the organisation the pattern of take-up of flexible working options is reasonably consistent for both men and women (Figure 7). Flexible working is generally less common at our more senior grades (A to D).

Figure 7



1. The number of successful flexible working requests by gender

In 2022, 94% of men and 99% of women had their requests for flexible working accepted. For both men and women, 98% of the applications for flexible working were accepted with some agreed amendments to the originally requested working pattern.

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 (LGBTQ+, Race and Culture, Access and Inclusion and Women's network) and involve our staff support groups (working parents and carers of older people) when making policy changes.

We carry out comprehensive equality impact assessments on any changes or new policies to ensure that no groups with protected characteristics are disproportionately affected.

We ensure that all policy changes are clearly and comprehensively communicated.

3. Trained and supported line managers

We provide recruitment and selection training to ensure fair, non-discriminatory, consistent processes are followed. This includes undertaking an unconscious bias online learning module.

We also provide support to managers when policies change to ensure they are implemented fairly, consistently, and effectively.

And managers, like all staff, are required to regularly complete online learning in equality, diversity, and inclusion.

4. Managed family-friendly leave successfully

We go further than the legal family-friendly rights and actively encourage the use of these rights to all employees. We have equalised our occupational shared parental pay with our occupational maternity pay, and we provide transitional support for those going on and returning from long-term parental leave to help support a successful and sustained return to work. We actively support our working parents and carers of older people staff support groups, and provide education to all staff around the challenges, and potential solutions, that working parents and carers face.

5. Made the most of flexible working and supported hybrid working

We actively empower our people to do their best work, they must be able to balance the demands of work and home. We are a diverse organisation and understand everyone has different needs and many of our employees enjoy flexible working enabling them to deliver results whilst having a good work life balance.

Departments and directorates have their own hybrid ways of working which put the needs of the service they deliver – whether that's to members or to colleagues - at their heart, in alignment with our hybrid working core principles. At the RCN it is unlikely that you will work from home for all of your working time. Equally, no one is expected to work solely in the office unless the role requires it.

6. Encouraged and reviewed career and talent development

We hold learning and development events through webinars and/or locally to support our people with childcare and other caring arrangements.

Where possible, we avoid running long development events that can create problems for people with childcare and other caring responsibilities, and we're mindful of which days of the week to schedule in person learning activities to limit the need for our people to travel at the weekend.

We invite job-sharing proposals from employees and offer flexibility in job hours, working time and location.

Our job descriptions, person specifications and recruitment adverts are always gender neutral.

In the recruitment and selection process, we use panel interviews and multiple assessments to support robust, objective, criteria-based decision-making.

Our recruitment and selection criteria includes a competency-based model that has improved career development pathways for our people.

7. Minimised negative impact from pay systems

We operate a one transparent pay system for all employees.

We undertake job evaluation to objectively assess the demands of each job, and our job evaluation criteria have been independently assessed to ensure there is no inherent discrimination in the factors against which we evaluate our roles.

We ensure that our people have clear channels to communicate any suggestions or concerns, including our anonymous staff surveys throughout the year (this is what we call "pulse checks").

For difficult to fill vacancies we provide a robust business case approach to the application of our recruitment premium.

We routinely review all aspects of pay to ensure that all parts of our organisation are operating fairly and consistently.

8. Supporting women in our workforce

Our Women's Staff Network provides a space for colleagues to connect, share experiences and access peer support. The network is consulted on new and revised people policies and hosts regular organisation-wide events to raise awareness and educate others on relevant issues.

9. RCN Group Equality, Diversity and Inclusion Statement

Our Equality, Diversity and Inclusion Statement focuses on our ambition to be a world-class champion of equality, diversity, inclusion and human rights, and sets out how we aim to achieve this as an employer.

5. What more will we do?

We recognise that our gender pay gap widened slightly this year. Given turnover and internal movement, it is inevitable that it will move over time.

While our gender pay gap is low compared to the national average, it's important that we do not become complacent. We need to make even greater progress in balancing the male/female workforce profile across our various grades.

To achieve this, we will continue to promote the availability of both hybrid and flexible working, and we will closely monitor how the post-pandemic model of work impacts our people. We recognise that change takes time, and so we will allow more time for the measures taken in recent years to have greater effect.

The RCN represents nurses and nursing, promotes
excellence in practice and shapes health policies

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