



GENDER PAY GAP REPORTING 2019

THE EQUALITY ACT 2010
(GENDER PAY GAP INFORMATION)
REGULATIONS 2017

Introduction	3
The gender pay gap	5
The gender make-up of the RNLI	6
Our gender pay calculations	6
Additional payments	7
Pay by quartiles	9
Summary of gender paygap calculations	10

Gender Pay Gap reporting 2019

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Our Charity



Mark Dowie
Chief Executive

The RNLI is an incredible charity to be a part of that makes a difference in our communities and internationally. We are proud to have existed for almost 200 years as a world class lifesaving service. This is all thanks to our volunteers, crew, supporters, and staff.

The RNLI has saved over 142,200 lives since 1824. There are 238 RNLI lifeboat stations around the UK and Ireland and our lifeguards patrol more than 250 beaches in the summer. In 2018 our lifeboat crews launched 8,964 times across the UK and Ireland and went to the aid of 9,412 people – an average of 26 people every day. Our lifeguards attended 19,449 incidents, helping 32,207 people.

As a charity we ensure we spend our donors' money wisely and live within our means to ensure every penny and cent counts. We remain diligent to ensure that our gender pay gap remains low as we firmly believe in equality for all, whilst operating within our means as a charity.

Demographically, our gender pay gap remains low at -3.0% based on an average hourly rate for men and women. This means our average hourly rate is slightly higher for women than men. We expect this to fluctuate due to the fluidity of the number of employees we have just before and during the summer season when we employ our lifeguards and face to face fundraisers. We continue our commitment to monitor pay, inclusion and diversity in order to maintain engagement with our staff and volunteers.

We are the RNLI, we save lives at sea. Our values are what drive us: Trustworthy, Courageous, Selfless, Dependable.

*The law requires us to provide gender pay gap figures for Great Britain only.

See page 10 of this report for the RNLI's gender pay gap figures relating to the UK and the Republic of Ireland.

Our People

Sue Barnes, Director of People, talks about working at the RNLI.



We are proud to have such a diverse group of people that makes up the RNLI.

We continue to provide our people with a great place of work, equality for all and a sense of belonging, as well as providing equal pay for equal work.

As a charity, we employ people from many different professions. We strive to ensure that we attract, retain and remain competitive in our sector whilst making sure we attain value for money.

As part of this drive, we continue to monitor, review and address any gender pay gaps as part of our pay review process.

Flexible working and learning and development opportunities are available to all of our employees. We remain active in promoting awareness on inclusion and diversity for staff and volunteers, while we continue to collect, review and act upon findings from our annual Employment Engagement Survey. We also remain absolutely committed to championing our network groups at the RNLI which include Women's Network, Disability Network and LGBT Network.

All of this has contributed to our gender pay gap remaining low with a mean of -3.0%. This means demographically, women are paid 52 pence more per hour on average.

The RNLI is a great charity to work for. It is made up of amazing individuals from our crew that save lives at sea (634 of whom are female), our volunteers that support and raise funds, our generous donors past and present and our staff that supports those in the front line. Everyone at the RNLI makes a difference. And I am proud to be a part of it.

The gender pay gap

The gender pay gap for the RNLI was **-3.0%*** in 2019, based on an average hourly rate for men and women. The UK average is **17.3%**, as reported by the Office for National Statistics for 2019.

By law, employers are required to publish six calculations annually on their website and on a Government website by April 2020. To comply with this, the RNLI is publishing:

- The mean gender pay gap figures, which compare the average hourly earnings of men and women.
- The median gender pay gap figures, which compares the hourly earnings of the man and woman who are at the mid-point when all the hourly rates are listed from lowest to highest value.
- The mean and median gender pay gaps for bonuses.
- The proportion of men and women who received a bonus.
- The proportion of men and women in each pay quartile.

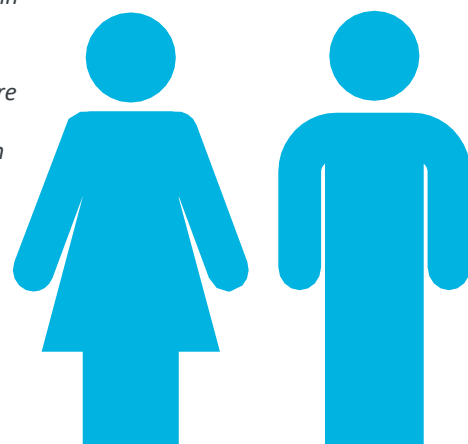
WHAT IS THE GENDER PAY GAP?

The gender pay gap is the measure that shows the difference between the average earnings of men and women. It is expressed as a percentage of men's earnings. It does not show differences in pay for comparable roles at specific grades but is used as a broad measure of earnings across the organisation.

The gender pay gap differs from equal pay, as quoted on the Human Rights Commission website:

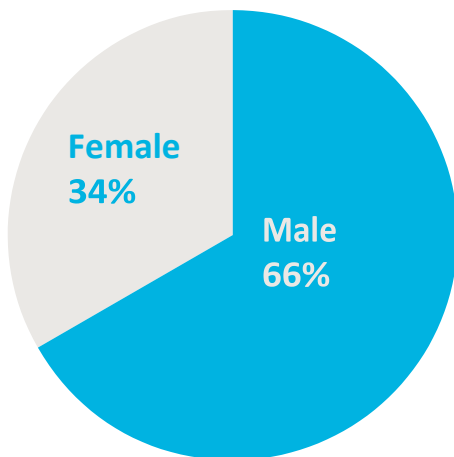
While both relate to the disparity of pay women receive in the workplace, they are two different issues:

- *Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.*
- *The gender pay gap is a broader measure of the overall difference of average earnings of a group of men and women over a period of time, irrespective of their role.*



*The law requires us to provide gender pay gap figures for Great Britain only. See page 10 of this report for the RNLI's gender pay gap figures relating to the UK and the Republic of Ireland.

The gender make-up of the RNLI



The RNLI's workforce at 5 April 2019 consists of a wide range of 2,162 talented employees. Skills are across operational, engineering, fundraising, support functions and some seasonal roles.

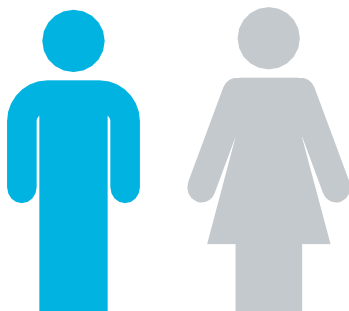
Our gender pay calculations

The gender pay gap is expressed in two ways:

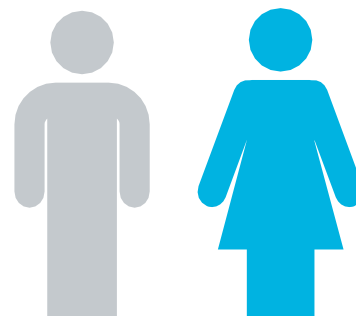
- mean
- median

Mean pay is the average hourly rate. The mean pay gap is the difference in average hourly rate of pay by gender.

Median pay is the middle/midpoint value when all hourly rates are listed from lowest to highest value. The median pay gap is the difference in the middle hourly rate of pay by gender.



Male employees are paid 3.0% (52 pence) less than female employees when an average hourly rate of pay is calculated.



The median for females' pay is 0.9% more than males, which is 14 pence per hour more than males.

Additional payments

As part of the Government regulations, organisations are required to report on bonuses paid as part of the six statutory calculations.

Bonus pay is defined broadly under the regulations as any remuneration that is in the form of money or vouchers and based on information for the 12 months prior to 5 April 2019.

The RNLI does not pay bonuses as typically recognised. However, the regulations require other elements received to be included as 'bonuses' for the purpose of these calculations.

For the RNLI, the additional payments that would fall under the 'bonus' category are:

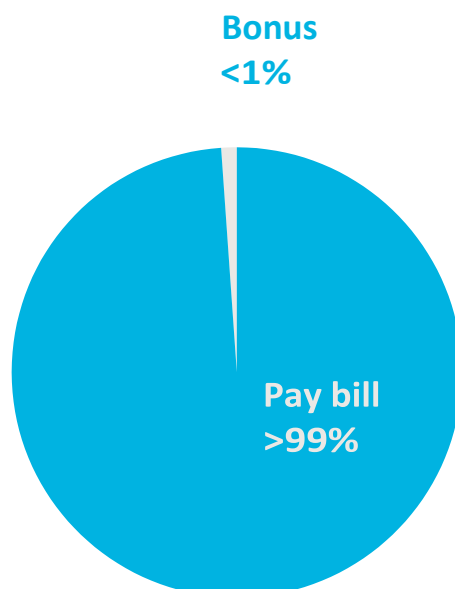
- Seasonal fundraisers' incentives (140 employees received an average payment of £160 for the whole period of their seasonal employment).

- The employee recognition scheme where we award non-cash award vouchers to those staff that go above and beyond their jobs. (All employees are eligible. 963 employees received a financial award. The average voucher value received was £44.)

**The STARS recognition scheme concluded on 31 December 2019.*

- Non-consolidated pay increases as part of our pay review process. (This covers 43 employees who have reached the top of their grade pay range, typically due to length of service, and therefore receive a non-consolidated (one off) payment as their annual pay award instead of this amount being added into basic salary).

The total 'bonus' value represents 0.14% of the RNLI's overall pay bill.



Please note that none of the Executive Team within the RNLI receives any element of bonus payments.

EMPLOYEES WHO RECEIVED AN ADDITIONAL PAYMENT

A total of 1,122 employees, which is 52% of the RNL's total workforce, received a payment that is classed as a 'bonus' under the legislation.



From our total male workforce of 1,432, 46% (655) of them received an additional payment.

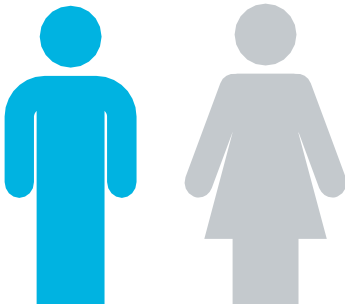


For our total female workforce of 730, 64% (467) received an additional payment.

In numbers, more men than women received a bonus, however proportionately a higher percentage of women received a bonus.

Mean bonus

The mean bonus looks at the difference in the average bonus payment received for the 12 months prior to 5 April 2019. The mean average bonus payment for men was £85.47 and for women was £69.05.

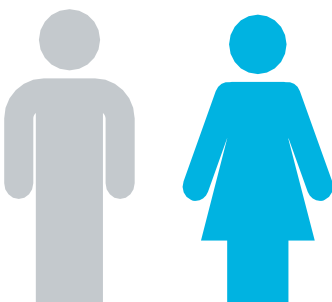


On average, men received 19.2% (£16.42) more than women for additional payments in the last 12 months.

Median bonus

The median looks at the middle/midpoint value for males and females on additional payments received. The amounts are sorted in value from the lowest to the highest. The middle values for males and females are then used to calculate the gap. The median bonus looks at the difference in the middle bonus payment received by gender for the twelve months prior to 5 April 2019.

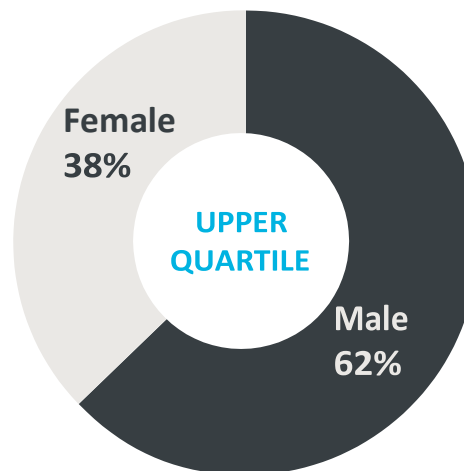
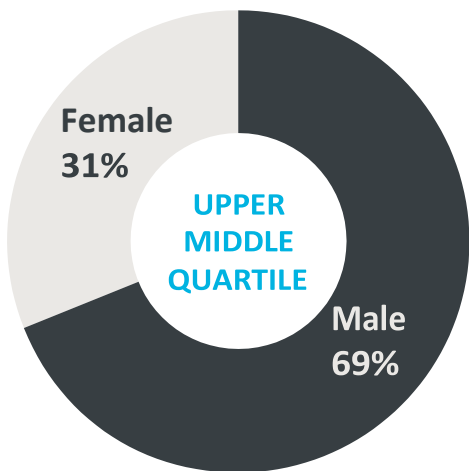
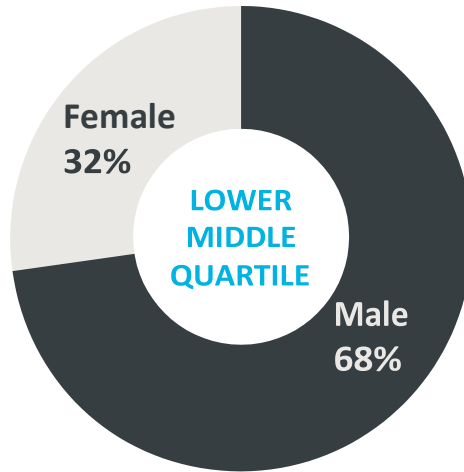
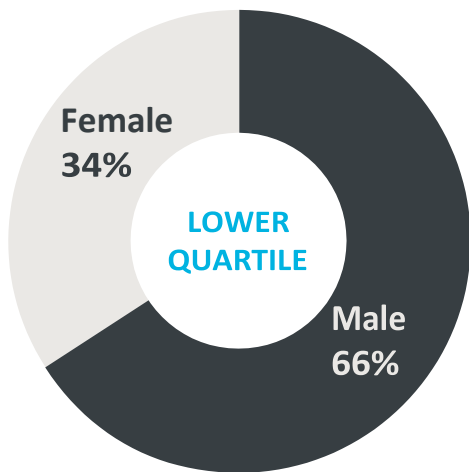
The median bonus payment for both men and women was £40.00.



The midpoint of the additional payments made to women was the same as men.

Pay by quartiles

By law we are also required to show the proportion of males and females in each quartile pay band. This is a list of RNLI employees' hourly pay ordered from lowest to highest, the list is then divided into four equal groups.



If you would like to know more or would like to find out how you can help the RNLI become a more inclusive place to work, please contact:

Natalie Costello - Pay & Reward Manager
Sue Kingswood - Inclusion & Diversity Advisor

Summary of gender pay gap calculations

The 2019 Gender Pay Gap figures for RNLI*:

1.	Mean	-3.0%
2.	Median	-0.9%
3.	Mean Bonus	19.2%
4.	Median Bonus	0%

5.	Proportion of male and female employees who received a bonus	Male	Female
		46%	64%

6.	Proportion of male and female employees by quartile	Quartile	Male	Female
		Upper Quartile	62%	38%
		Upper Middle Quartile	69%	31%
		Lower Middle Quartile	68%	32%
		Lower Quartile	66%	34%

* The law requires us to provide gender pay gap figures for Great Britain only.

The RNLI also has a mean gender pay gap figure of 12.0% for our staff in the Republic of Ireland. This has been calculated separately due to the Euro currency difference.

The increase in the Republic of Ireland gender pay gap can be attributed to the increase in population for males at higher grades. Please note that the total population of employees in the Republic of Ireland is small at 83.

The RNLI's mean gender pay gap for the United Kingdom, which includes England, Wales, Scotland, Northern Ireland, the Isle of Man and the Channel Islands, is -3.7%. Please note, Northern Ireland, the Isle of Man and the Channel Islands are excluded from the reportable figures.

Information on calculations:

The mandatory reportable figures are a snapshot, as at the 5 April 2019, of information relating to pay and bonus. The hourly rate of pay is not a straight forward calculation and is not just basic pay but takes into account other pay elements like allowances, number of holidays, bonuses but excludes pay amounts that fall under salary sacrifice contributions, for example. It looks broadly at the gap in pay, irrespective of employee grade, role, length of service, skills, performance or experience.

The below provides an overview of the calculation requirements, as per regulations:

Employees included:	Employees excluded:	Pay included:	Pay excluded:
<ul style="list-style-type: none"> • Temporary • Permanent • Crew • Seasonal staff • Contractors contracted personally to do work (e.g. self employed) • Apprentices • GB Employees England, Scotland and Wales 	<p>Employees on reduced or nil pay as a result of being on leave, including:</p> <ul style="list-style-type: none"> • maternity • paternity • adoption • parental • shared parental • sick leave <p>Note: these exclusions do not apply to the bonus payment reporting</p> <p>Agency workers</p> <p>Employees in Channel Island, Northern Ireland or Republic of Ireland</p> <p>excludes volunteers</p>	<p>Basic pay/ pensionable pay net of all salary sacrifice values</p> <p>Pay for annual leave</p> <p>Allowances, inc: shift allowance location allowance</p>	<p>Salary sacrifice amounts:</p> <ul style="list-style-type: none"> • Pension contributions • Childcare vouchers • Cycle to work loan <p>Overtime</p> <p>Pay in lieu of leave</p> <p>Redundancy</p>

