



# GENDER PAY GAP REPORTING 2022

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



Lifeboats

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# Contents

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

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# Gender pay gap reporting 2022

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

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## Our Charity

Together, We Are Stronger.



Mark Dowie  
Chief Executive

I am immensely proud of how our staff, volunteers, donors and supporters responded to the challenges of 2022. Their dedication ensured that our 24/7 lifesaving service never faltered. RNLI lifeboat crews launched 9,312 times last year - an increase of 5% on 2021 – saving 389 lives, while our beach lifeguards saved 117 lives. Together that is more than one life saved every single day of 2022. RNLI water safety teams reached millions of people with essential messaging, undoubtedly saving more lives and keeping families together as we strive to save every one.

At the RNLI, we are all lifesavers, carrying out our duties with privilege and honour. We have in place talented individuals who support our ethos and values, contributing to the demanding and often dangerous business of saving lives at sea all around the coast of the UK and Ireland, 24 hours a day, 365 days a year.

In the same way that the RNLI saves lives at sea without prejudice, we aspire to be a charity where all our people are truly valued for who they are. Innovative ideas and creativity should be actively encouraged and everyone should be able to be themselves in order to reach their

full potential. We know it takes a wide range of diverse minds, abilities, cultures and experiences to engage effectively with communities in order to save lives – and this is what we are building within the RNLI.

As we prepare to mark 200 years of lifesaving in 2024, we are building and shaping the RNLI of the future. Our courage keeps us evolving and diversifying, even during the midst of difficult and challenging times. Together as one crew, nothing is impossible.

*With courage, nothing is impossible*  
~Sir William Hillary

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

# Our people

Whoever we are and wherever we are from, we stand together as one crew.

Over the past few years, we've all had to respond to significant change. The RNLI, like many organisations, has navigated the challenges of the pandemic, and more recently we're facing new uncertainty with the cost-of-living crisis. But we continue to weather these storms thanks to the dedication and passion of our people. Our committed volunteers, our talented staff, and our generous supporters all help to shape the organisation we are today.

In response to these external challenges and as a result of our changing staff composition throughout the seasons, the RNLI's gender pay gap continues to change year-on-year. In this report, you'll see our gender pay gap has marginally increased from our 2021 value, now at 1.1%. This means our average hourly rate of pay is slightly higher for men than it is for women. However, it's reassuring to note that this falls well below the UK gender pay gap (provided by the Office of National Statistics – ONS) at 14.9% for 2022.

The proportion of female employees within the RNLI overall has risen steadily over the past few years, now at 34%. We are also delighted to see the number of women undertaking search and rescue activities increasing. In December 2022 we celebrated a momentous occasion when we launched our first all-female lifeboat crew on an exercise from Cullercoats, Tyne & Wear.

We've continued to run our Women in Engineering Programme too. This is an important part of our commitment to inspire women to volunteer and work in search and rescue; particularly in careers like engineering and technology. Reaching 40 students a year for the past eight years, our resources are now available to the public on our website, helping teachers and students to connect with the [Women in Engineering Programme](#) wherever they are. Meanwhile, we continue to support flexible working for all of our people.



Sue Barnes  
People Director

We encourage investment in personal and professional development and provide fair and equal pay for all. As we strive to create a better gender balance across all areas of the organisation, we aim to keep our gender pay gap low.

A recent survey showed 94% of staff are proud to work for the RNLI. And 85% feel comfortable being themselves at work, while 84% report an inclusive and welcoming culture.

In our most recent volunteer survey, 93% of our volunteers said they feel comfortable being themselves volunteering for the RNLI. These are great foundations on which we can continue to build our diversity and inclusion initiatives.

I'm so proud of our people and the incredible things they achieve every day. We are committed to further enriching this talent, by attracting people from diverse backgrounds and experiences, so that together we can make even more difference in the communities we serve.



Lifeguard and Face to Face fundraisers

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# The gender pay gap

The gender pay gap for the RNLI was **1.1%\*** in 2022, based on an average hourly rate for men and women. The UK average is **14.9%**, as reported by the Office for National Statistics for 2022.

By law, employers are required to publish six calculations annually on their website and on a Government website by April 2022. 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.

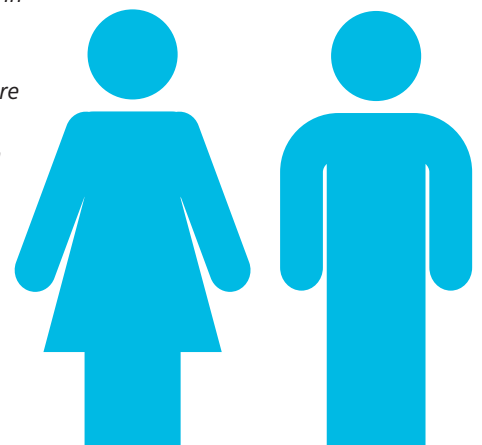
## WHAT IS THE GENDER PAY GAP?

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:

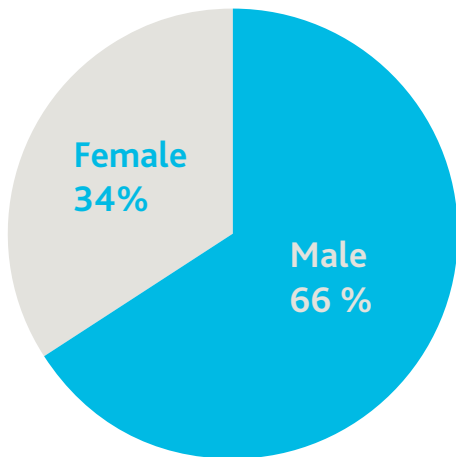
While both relate to the disparity of pay women receive in the workplace, they are two different issues:

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

# The gender make-up of the RNLI



The RNLI's workforce at 5 April 2022 consists of a wide range of 2,302 talented employees. Skills are across operational, engineering, fundraising, support functions and some seasonal roles. This reflects a small but positive increase (2%) in the proportion of females within the RNLI when compared to last year.

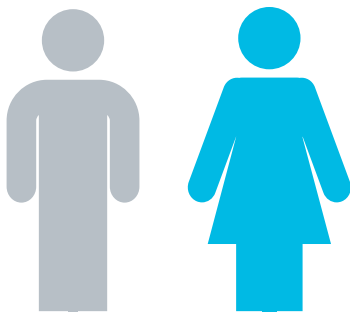
## Our gender pay calculations

The gender pay gap is expressed in two ways:

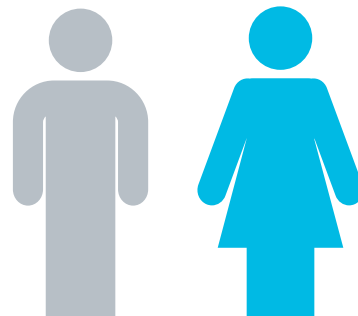
- mean
- median

**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.



The average hourly rate for females is 1.1% less than males, which is 20 pence per hour less than males.



The median for females' pay is 1.9% less than males, which is 32 pence per hour less 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.

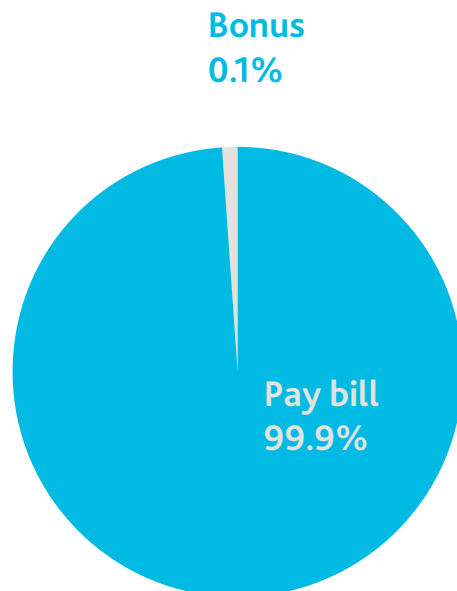
Bonus pay is defined broadly under the regulations as any remuneration that is in the form of money or vouchers and based on information for the 12 months prior to 5 April 2022.

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**  
The number of Face to Face payments has increased in 2022 compared to 2021 due to most working practices being back to normal levels following the pandemic. There were 166 seasonal employees who received an incentive payment in 2022, the average value being £157.40 for the whole period of their seasonal employment.
- **Non-consolidated payments;**  
Performance Payments are a non-consolidated payment made in lieu of a pay increase for individuals who have already reached the maximum of their current grade. This is a non-pensionable one-off payment paid at the same rate as the agreed pay review increase. There were 45 non-consolidated payments made in 2022, 11 for females and 34 for males.

The total 'bonus' value represents 0.1% of the RNLI's overall pay bill.



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

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## EMPLOYEES WHO RECEIVED AN ADDITIONAL PAYMENT

A total of 211 (9.2%) employees out of 2,302 received an additional payment which is classed as a bonus under the legislation.



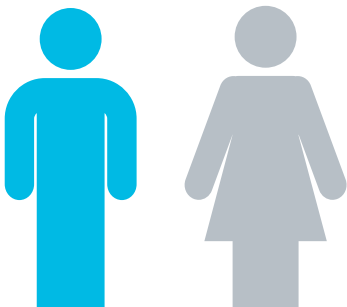
From our total male workforce of 1,530, 6.3% (96) received an additional payment.



From our total female workforce of 772, 14.9% (115) received an additional payment.

### Mean bonus

The mean bonus looks at the difference in the average bonus payment received for the 12 months prior to 5 April 2022. The mean average bonus payment for men was £452.63 and for women was £154.62.

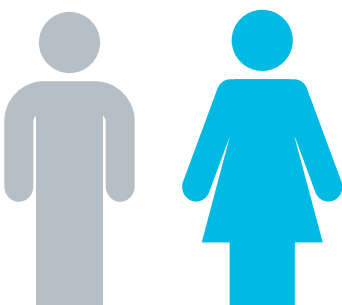


On average, women received 65.8% (£298.01) less than men for additional payments in the last 12 months.

### 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 2022.

The median bonus payment for men was £188.00 more than women.



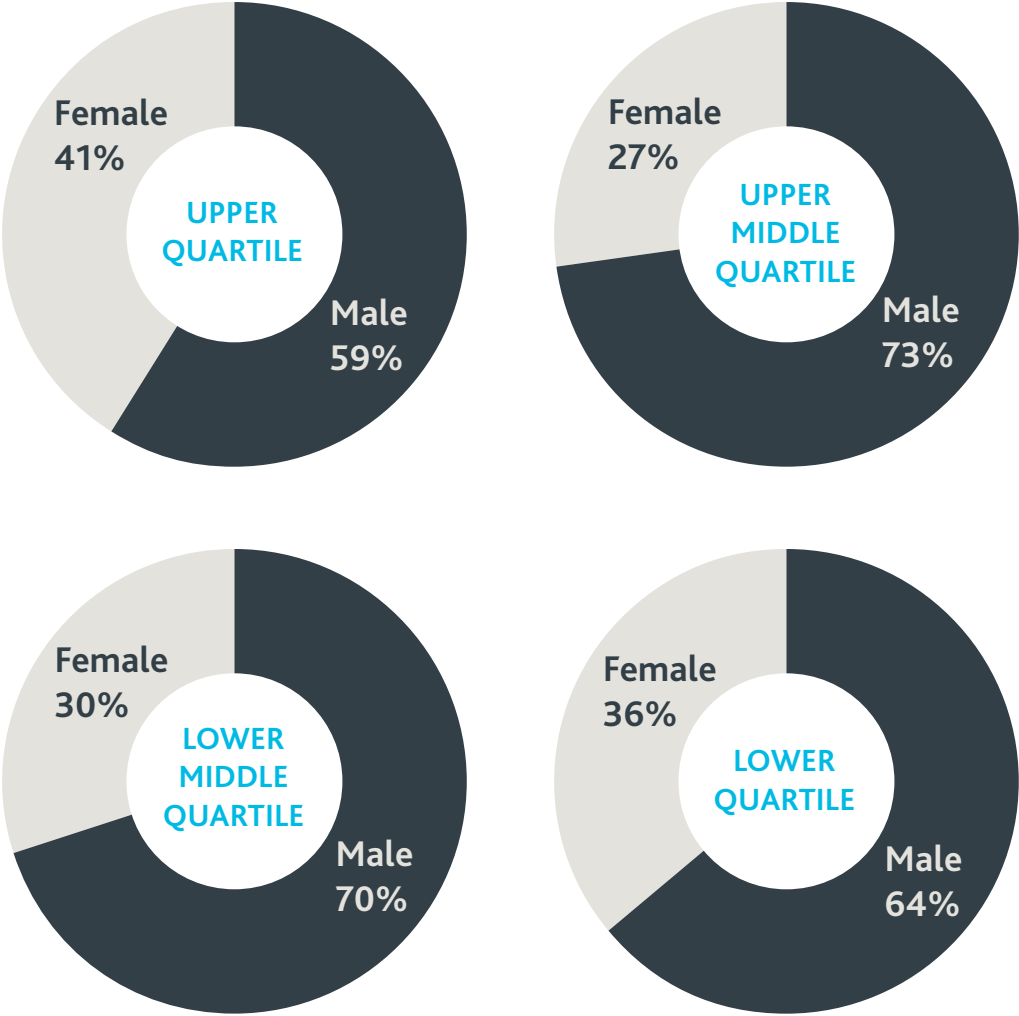
The Midpoint of the additional payments made to men was 73.4% (£188.00) more than women in the last 12 months



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# 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 - Senior Pay & Reward Manager

# Summary of gender pay gap calculations

The 2022 Gender Pay Gap figures for RNLI\*:

1.	Mean	1.1%
2.	Median	1.9%
3.	Mean Bonus	65.8%
4.	Median Bonus	73.4%

5.	Proportion of male and female employees who received a bonus	Male	Female
		6.3%	14.9%

6.	Proportion of male and female employees by quartile	Quartile	Male	Female
		Upper Quartile	59%	41%
		Upper Middle Quartile	73%	27%
		Lower Middle Quartile	70%	30%
		Lower Quartile	64%	36%

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

## 2022 Ireland Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 (the "Act") was signed into law on 13 July 2021, and the subsequent Regulations were effective from 31 May 2022.

Employers with 250 or more employees on a 'snapshot date' of 1 June 2022 are in scope (narrowing to 150 employees in 2024 and employers with 50 or more employees in 2025).

As we currently have less than 250 employees in Ireland, we are out of scope for the Gender Pay Gap reporting requirements. We have however, calculated the matrices as part of our process since the introduction of the Gender Pay Gap report requirements in the UK since its introduction in 2017.

The RNLI has a mean gender pay gap figure of 5.2% for our staff in Ireland. This has been calculated separately due to the Euro currency difference.

Please note that the total population of employees in Ireland is small at 86.

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 1.4%.

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"> <li>• Temporary</li> <li>• Permanent</li> <li>• Crew</li> <li>• Seasonal staff</li> <li>• Contractors contracted personally to do work (e.g. self employed)</li> <li>• Apprentices</li> <li>• GB Employees England, Scotland and Wales</li> </ul>	<p>Employees on reduced or nil pay as a result of being on leave, inc:</p> <ul style="list-style-type: none"> <li>• maternity</li> <li>• paternity</li> <li>• adoption</li> <li>• parental</li> <li>• shared parental</li> <li>• sick leave</li> </ul> <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 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"> <li>• Pension contributions</li> <li>• Childcare vouchers</li> <li>• Cycle to work loan</li> <li>• Overtime</li> <li>• Pay in lieu of leave</li> <li>• Redundancy</li> </ul>

### Information on calculations:

The mandatory reportable figures are a snapshot, as at the 5 April 2022, 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 such as 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.

Front cover: Lifeguards on duty at Broughty Ferry Beach. Photo: RNLI/Nick Mailer  
Photos: RNLI/(Nigel Millard, Nathan Williams)

**The RNLI is the charity that saves lives at sea**

The Royal National Lifeboat Institution, a charity registered in England and Wales (209603), Scotland (SC037736), the Republic of Ireland (CHY 2678 and 20003326), the Bailiwick of Jersey (14), the Isle of Man (1308 and 006329F), the Bailiwick of Guernsey and Alderney, of West Quay Road, Poole, Dorset, BH15 1HZ