



Royal College
of Physicians

RCP gender pay gap

summary 2019



The Royal College of Physicians (RCP) is committed to monitoring its gender pay gap on an annual basis. This report is a snapshot of RCP employee data on 5 April 2019. **At this point the RCP employed 385 staff, with 257 (67%) being female and 128 (33%) male (Fig 1).**

The 2017 report, based on a snapshot of RCP employee data on 5 April 2017, is available at **www.rcplondon.ac.uk/projects/outputs/rcp-gender-pay-gap-summary-2017**.

The 2018 report, based on a snapshot of RCP employee data on 5 April 2018, is available at **www.rcplondon.ac.uk/projects/outputs/rcp-gender-pay-gap-2018**.



Employee analyses

Fig 1 Gender ratios of RCP employees in 2017, 2018 and 2019

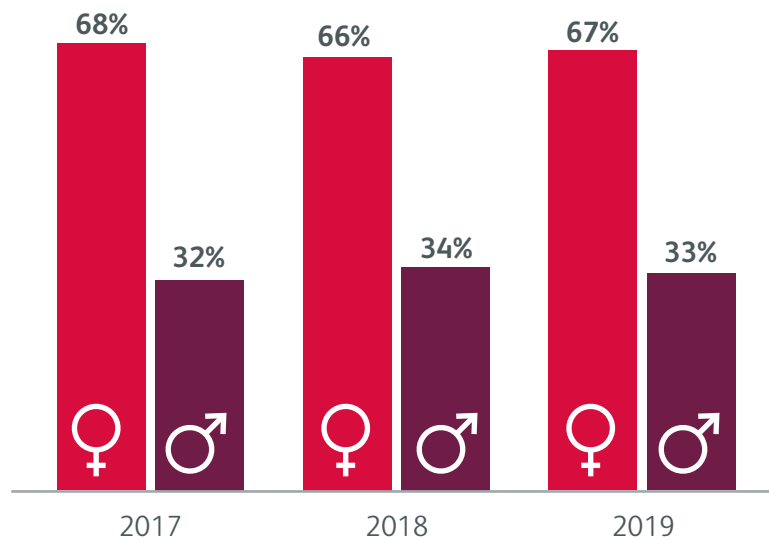
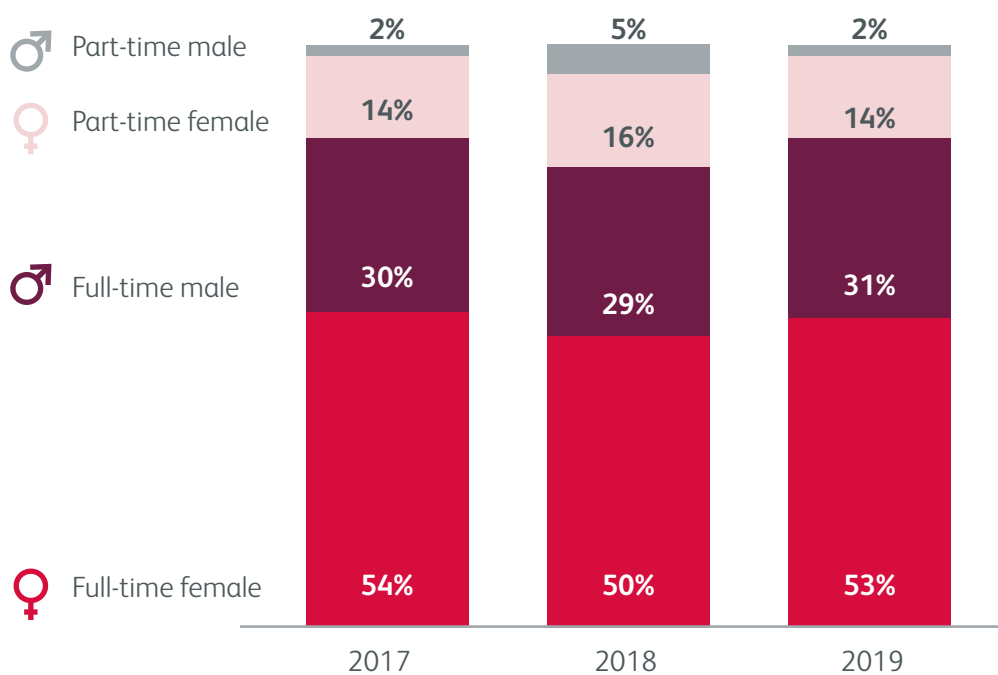


Fig 2 Ratios of full- to part-time employees in 2017, 2018 and 2019

Part-time employment includes all employees working less than full time (35 hours per week).



The gender pay gap

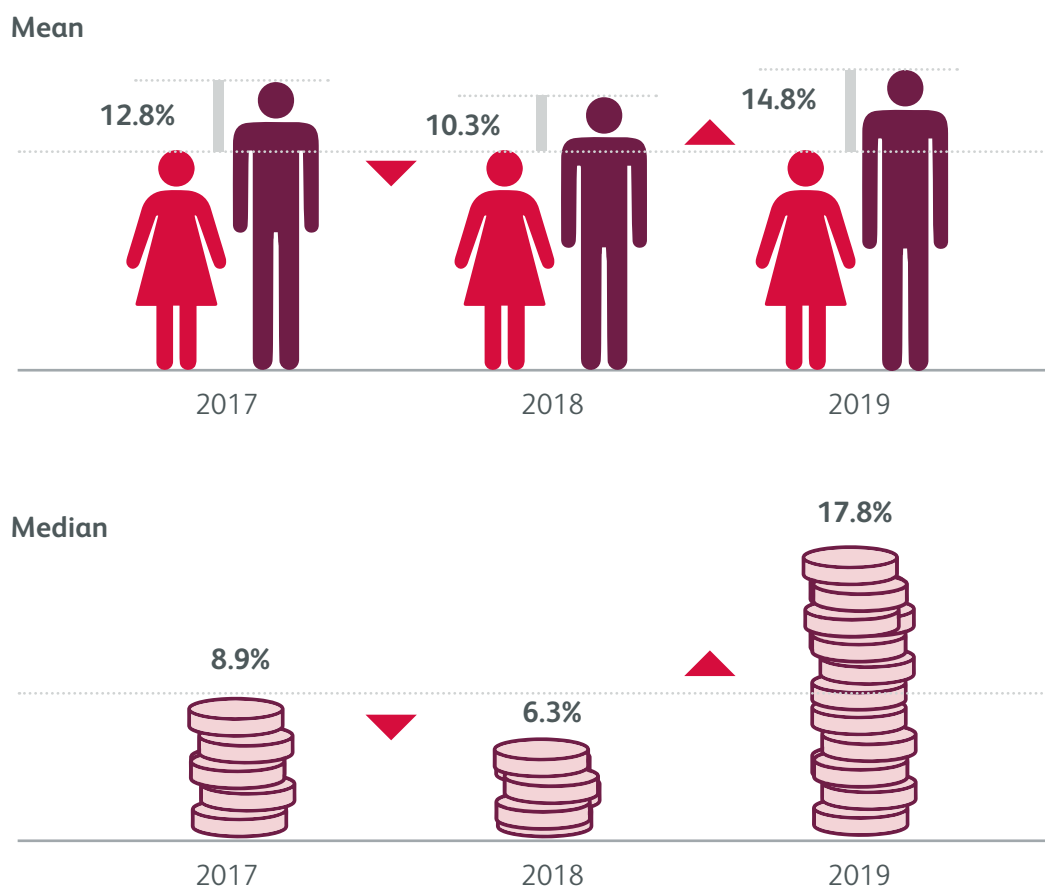
The mean gender pay gap for the RCP on the census date, 5 April 2019, was 14.8%: this has increased from 2018 by 4.5% (Fig 3).

Calculating the mean average hourly pay for all staff (n=385) rather than a small subset of employees gives a good overall indication of the gender pay gap as the figures are less likely

to be distorted by unusually large or small pay rates ('outliers'). The median pay gap simply compares the midpoint pay rate for all women with that for all men employed on the census date.

The median pay gap was 17.8%, which is an increase of 11.5% compared with 2018.

Fig 3 Mean and median gender pay gaps in 2017, 2018 and 2019



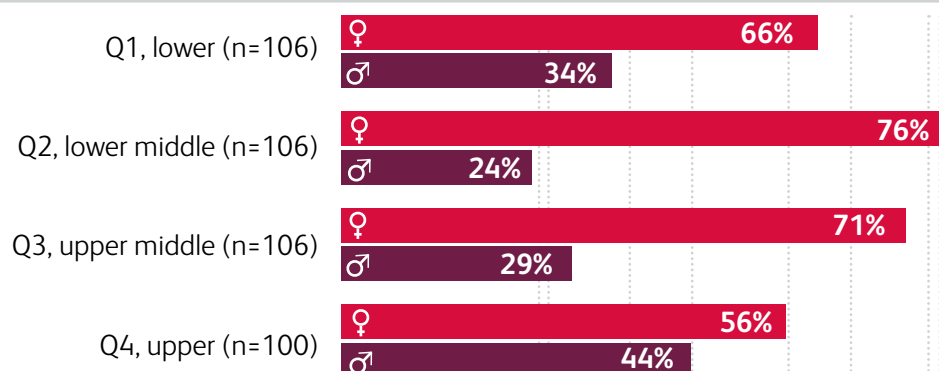
Pay quartiles by gender

Pay quartiles by gender report the percentage of female and male employees in each of four pay quartiles. To calculate pay quartiles, the hourly pay rates of all full-time equivalent employees (on the census date) are listed from the lowest to the highest.

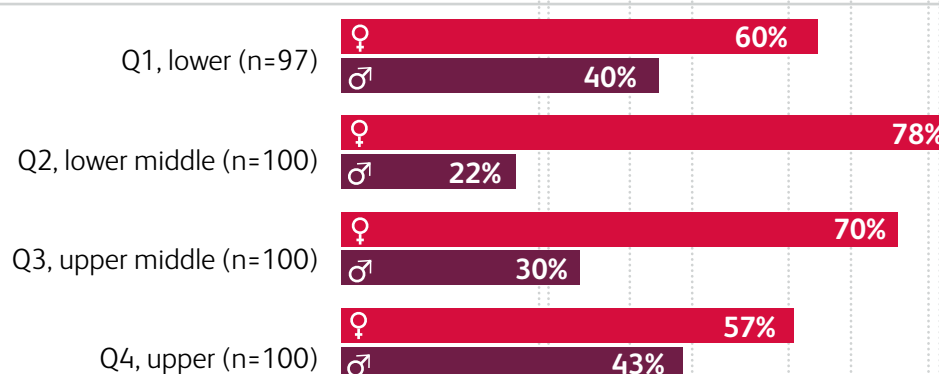
This list is divided into four quartiles with an equal number of employees in each. From lowest to highest pay, these quartiles are: lower quartile (Q1), lower middle quartile (Q2), upper middle quartile (Q3) and upper quartile (Q4). Pay quartiles by gender for 2017, 2018 and 2019 are shown in Table 1.

Table 1 Pay quartiles by gender in 2017, 2018 and 2019

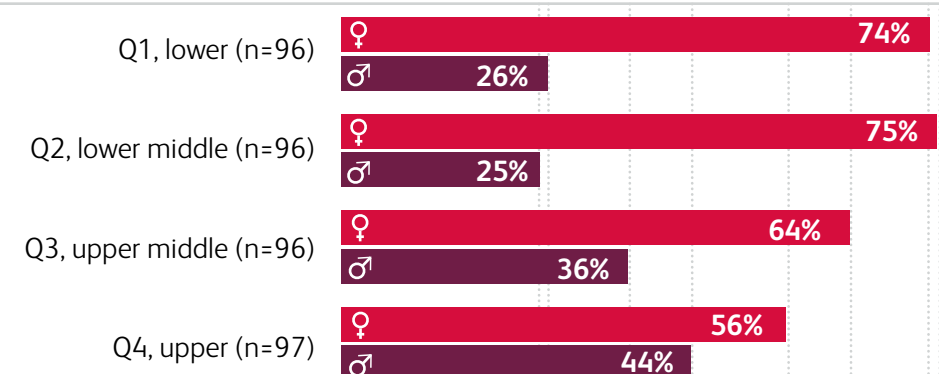
2017



2018



2019



Q1 = includes all employees whose standard hourly rate places them below the lower quartile; Q2 = includes all employees whose standard hourly rate places them above the lower quartile but at or below the median; Q3 = includes all employees whose standard hourly rate places them above the median but at or below the upper quartile; Q4 = includes all employees whose standard hourly rate places them above the upper quartile.

Understanding the data

The following observations have been made to understand our data better for 2019 and to understand some of reasons for the changes in our gender pay gap:

1. The RCP is implementing its strategic objective to deliver work from two main sites. As part of this, roles are amid transition from London to the RCP's new location in Liverpool. Between the 2018 and 2019 census dates, 21 new starters have been appointed to our Liverpool office, 16 of whom are female. RCP staff working outside of London are paid in line with a regional salary structure, which is lower than London-based employees whose pay reflects higher living costs in line with the London recruitment market.
2. In 2019, the proportion of females in the lower pay quartile was 74%, a 14% increase compared with 2018 (60%). The proportion of females in the upper middle (Q3) and upper (Q4) quartiles were 64% and 56% respectively, a decrease from 2018 (Q3, 70%; Q4, 57%). An increased proportion of female employees in the lowest pay quartile, coupled with a decreased proportion of female employees in the upper pay quartiles, could have contributed to the larger gender pay gap in 2019.
3. The RCP has welcomed the opportunity to employ apprentices. Five female apprentices were included in our 2019 census data. As a work-based training programme, apprentices are employed on an apprenticeship salary, which is lower than employees who are not undertaking an apprenticeship scheme. The employment of female apprentices who were receiving an apprentice salary at the time that data was collected could have adversely affected the gender pay gap as there were more females in the lower pay quartile.



Our journey so far and what we plan to do next

Following the publication of the *RCP Gender Pay Gap Summary 2017*, a cross-RCP group was convened of staff who were enthused to develop and deliver a plan to address the gender pay gap. In July 2018, Dr Ian Bullock (chief executive of the RCP) committed to work towards reducing our gender pay gap within 5 years.

Building upon previous actions, efforts will continue to reduce the RCP's gender pay gap:

- > In autumn 2019, a review of the RCP's pay and reward policy began. 2020 sees the RCP put forward proposals to strengthen our pay policy, by creating further opportunities for staff in the lower quartiles to accelerate their salary from appointment. This should support a range of staff, including the larger proportion of female staff in our lower quartiles. The change in pay policy also strengthens the RCP's approach to paying staff at all grades the market rate for the skills and experience they bring to the organisation with the use of better benchmarking. We aim to monitor this carefully and ensure female staff benefit from these proposals and are paid the correct salary for the role they carry out (given the market data available to us). The current proposals are out for staff consultation and will be implemented subject to feedback and approval by the Board of Trustees.
- > The RCP will continue to support and promote flexible working wherever possible. We are proactive in sharing staff's experiences of working flexibly to illustrate what is possible.
- > Our commitment from previous years has seen us further promote flexible working. We have ensured that pay for shared parental leave is equitable to maternity pay, to encourage more take-up of shared parental leave for both parents and to encourage flexible working. To date, take-up has been low from male colleagues.
- > It is mandatory for all new RCP staff to undertake equality and diversity training. We will extend our offering to include a combination of online materials and a range of sessions to raise awareness on unconscious bias, as well as refresher training sessions. During 2019 we rolled out ACAS training for recruiting managers to improve their knowledge on employment law and good recruitment practice.
- > In 2019, the RCP established an Equality, Diversity and Inclusion (EDI) independent review to actively promote inclusivity at the RCP. The project is not limited to ensuring compliance with the law, or the nine protected characteristics, but aims for the RCP to become a best practice organisation in the health sector. An initial aim of this project includes a review of whether the RCP is operating and delivering its services in a way that reflects both the medical workforce and a 21st century patient population. The review is being led by an independent equality and diversity consultant (Ben Summerskill) and a report detailing the findings will be published later in 2020.



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



A handwritten signature in black ink, appearing to read 'L. Asamoah'.

Linda Asamoah

Director, Human Resources
Royal College of Physicians



A handwritten signature in black ink, appearing to read 'Ian Bullock'.

Dr Ian Bullock

Chief Executive Officer
Royal College of Physicians



A handwritten signature in black ink, appearing to read 'A. Goddard'.

Professor Andrew Goddard

President
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