



GENDER PAY GAP REPORTING 2024

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



Lifeboats

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Our charity

Building on our legacy, united in purpose, and ready for the future.



Peter Sparkes,
Chief Executive

As I reflect on my first year as Chief Executive of the RNLI, I am filled with pride for all that we've achieved together in 2024, particularly as we marked a momentous milestone - our 200th year of saving lives. Celebrating this milestone allowed us to honour our rich history while also looking ahead, laying the foundations for the next chapter of the RNLI's future.

Throughout this year, we've remained focused on our strategic priorities—responding to lifesaving demand, ensuring we are fit for the future, fostering continuous improvement, and securing our financial sustainability. These priorities guide our work as we face both opportunities and challenges, ensuring that we can continue to save lives, support our communities, and maintain the high

standards for which we are known. Through it all, the power of our 'One Crew' ethos has shone through. Whoever we are and wherever we're from, we stand together as one crew. This belief allows us to face challenges head-on, whether at sea or on land, with the full force of our collective strength. It is the foundation upon which we build our work and relationships. In every challenge and every triumph, we are united in purpose and action. The exceptional work of our staff, volunteers, and the generosity of our supporters enables us to carry out our lifesaving mission with unwavering commitment.

As we continue to navigate a changing landscape, the RNLI is committed to not only preparing for the future but to being an organisation that lives its values

through every decision, interaction, and action. Our commitment to being 'fit for the future' is not just about having the right equipment or resources – it's about creating an inclusive and diverse workforce that is representative of the communities we serve and the people we save.

The dedication and passion of our crew, volunteers, staff and supporters - are at the heart of everything we do. This truth inspires and guides us, reminding us that every member of the RNLI plays a vital role in saving lives. We are committed to ensuring that our people, at all levels, have the support, opportunity, and recognition they deserve as we continue to stand together as one crew.



Our people

Together, we can create an inclusive RNLI where everyone feels welcome, thrives, and makes a difference.



Carolyn Greene,
Interim People Director

At the RNLI, we are committed to creating an environment where every volunteer and staff member feels safe, valued, and has a true sense of belonging. This core value of inclusion shapes our approach to gender equality and guides the actions we take to ensure fairness across all levels of the organisation.

In 2024, we continued to focus on building a strong foundation for authentic, long-lasting change in our equity, diversity and inclusion (EDI) efforts. In November, we welcomed our new Inclusion Lead to guide and support this important work. We identified key areas of focus to advance our mission of fostering a more inclusive culture at the RNLI and, as part of the People Policy review, refreshed our EDI policy.

A vital part of this journey has been the ongoing collaboration with our People Networks—dedicated groups from across the RNLI committed to advancing EDI. These networks, including the Disability Network, Harbour Network, Race Equality

Network, Women's Community and Young People's Network, are critical partners in our efforts. They provide safe spaces, advocate for meaningful change, and drive inclusion through action plans, events, and conversations that amplify diverse voices. They are open to all volunteers and staff.

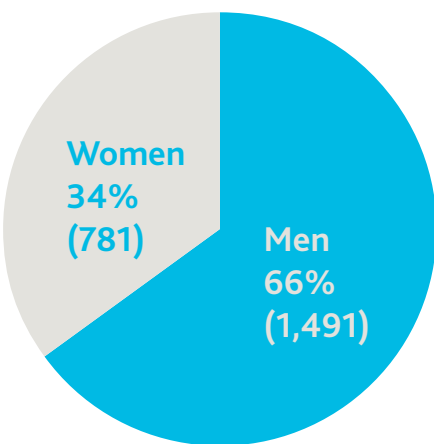
This year, we have seen the Women's Community take significant steps forward, supporting the establishment of a new Women in Lifeguarding Group and continuing to empower the development of a Women in Engineering Group. On International Women's Day 2024, the RNLI held the first ever #WomenInSAR Conference which created the opportunity for women in search and rescue (SAR) across the RNLI to come together, support each other, build friendships, networks and learn from each other's experiences. These initiatives, alongside the ongoing work of our other people networks, are helping to create an RNLI where all individuals, regardless of background or identity, are encouraged to thrive.

As we reflect on our progress in narrowing the gender pay gap, we remain committed to ensuring that our actions align with our values. While we have made strides, we recognise that there is more to be done. We continue to design initiatives that attract, develop, and retain diverse talent, and we are determined to build a truly inclusive RNLI for the future.



RNLI Overview

As of 5 April 2024, the RNLI employs a diverse workforce of **2,616** talented individuals, consisting of **66% men** and **34% women**.

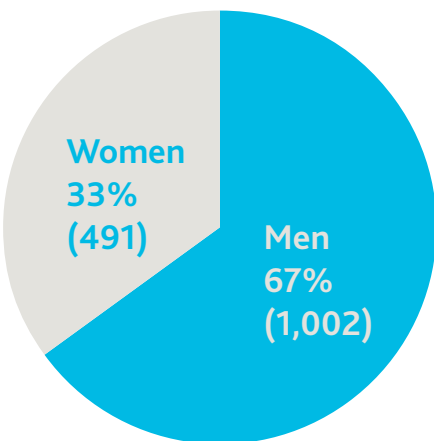


Gender split of full pay relevant employees

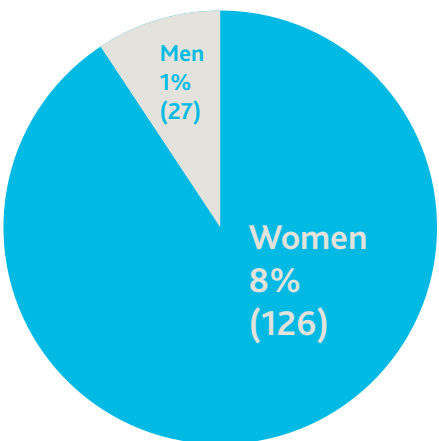
Our workforce spans across a variety of roles, including operational, engineering, fundraising, support functions and seasonal positions.

A significant proportion of our workforce, 50%, is based within Lifesaving Operations, where 80% of employees are men and 20% are women.

Regarding working hours, 63% (1,646 employees) work regular hours. Of these, 91% (1,493 employees) are full-time, with a gender split of 67% men and 33% women. The remaining 9% work part-time, with 1% men (27) and 8% women (126).



Gender split of FULL-TIME employees working regular hours



Gender split of PART TIME employees working regular hours

We are aware the terminology used in this report is not inclusive of all gender identities and expressions. The report is based on data captured from payroll information which is based on the binary definition of sex (assigned at birth). Which is why we use the terms men and women in this report. However, we acknowledge that some people may not identify with either of these terms. As we expand our pay gap reporting as we collect more data, we will publish a more inclusive gender pay gap.

Gender Pay Gap Statistics

The UK Gender Pay Gap Reporting legislation requires employers to publish gender pay gap data annually to promote transparency and help address gender inequalities in the workplace.

The RNLI is publishing these required figures in this report and on the government website. Additionally, we go beyond the legal requirements by sharing a broader view of the gender pay gap across our diverse workforce.

In 2024, **the gender pay gap for the RNLI is 1.4%**, based on the average hourly rate for men and women.

This is slightly down from 1.5% in 2023. For context, the UK national average gender pay gap is 13.1%, according to the Office for National Statistics for April 2024.

The gender pay gap reflects the difference in average earnings between men and women. It is expressed as a percentage of men's earnings. It's important to note that the gender pay gap is not the same as comparing pay for individuals in similar roles at the same grade. Instead, it gives a broad view of earnings across the organisation.

Pay Gap Breakdown

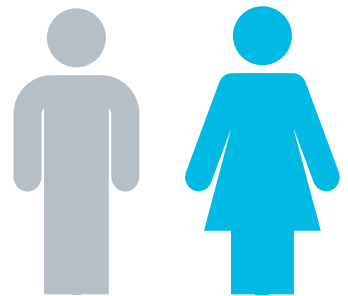
Mean: 1.4%

Mean pay is the average hourly rate. The mean pay gap is the difference in average hourly rate of pay by gender. In 2024, women's average hourly rate is 1.4% lower than men's.

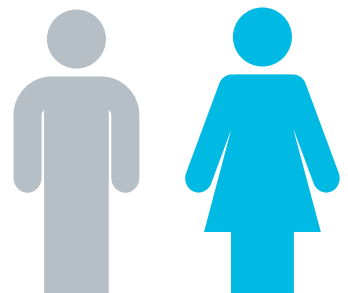
Median: 2.8%

Median pay is the middle 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. In 2024, the median hourly rate for women is 2.8% lower than for men.

The median figure is slightly higher than the mean which suggests that while most employees' pay is relatively close, larger pay differences are impacting the mean. This is largely due to a higher concentration of higher paid roles being predominately filled by men.



The average hourly rate for women is 1.4% less than men.



In 2024, the median hourly rate for women is 2.8% lower than for men.

Bonus Pay Gap

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

The RNLI does not pay bonuses as commonly understood. However, the regulations require other types of payments to be included as 'bonuses' for the purpose of these calculations.

Additional Payments classed as bonuses:

For the RNLI, the payments that are considered bonuses under the legislation are fundraisers' incentives and non-consolidated payments, which make up 0.7% of the total remuneration under reporting guidelines. (Non-consolidated payments are one-off, non-pensionable payments made at the same rate as the agreed pay award.)

- **Fundraisers' incentives:**

These account for 65% of the reportable bonus payments, which are based on both the number of sign-ups made and the average gift value of those sign-ups. There were 223 employees who received an incentive payment in the 2024 period, with an average value of £123.80 over the year. In 2024 men achieved higher sign-up numbers and values, which resulted in higher incentive payments.

- **Non-consolidated payments:**

These account for the remaining 35% of the reportable bonus payments, made instead of a salary increase for individuals who have reached the maximum of their grade pay range; as a one-off, non-pensionable payment made at the same rate as the agreed pay review increase. In 2024, there were 21 non-consolidated payments – 4 to women and 17 to men. The number of these payments increased in 2024 due to the pay award being higher than the movement on our pay ranges.

Mean bonus: 43.3%

The mean bonus measures the average bonus payment for men and women in the 12 months leading up to 5 April 2024. The average bonus payment for men was £243 and for women was £138.

On average, women received 43.3% less than men for additional payments over the past year. This is an improvement compared to 2023, where the mean gender pay gap for bonuses was 51.5%.

Median bonus: 44.1%

The median bonus reflects the middle bonus payment for men and women, with all bonus payments sorted from lowest to highest, and the middle values used to calculate the gap.

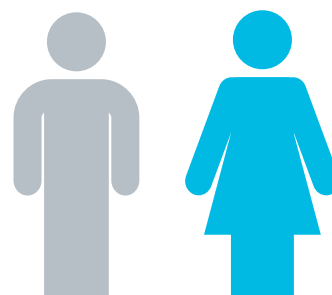
The middle (median) bonus payment for men was 44.1% higher than the equivalent payment for women, up from 21.9% in 2023.

Overall Participation

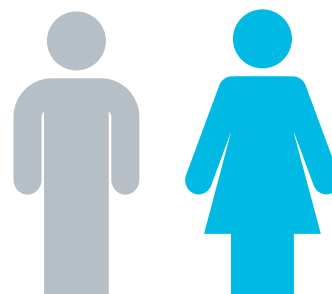
A total of 244 people (9.3% of the workforce) received an additional payment classified as bonus under the legislation. This is slightly down from 258 employees (9.6%) in 2023.

- From our male workforce of 1,686, 7.3% (123 employees) received an additional payment. This is an increase from 2023, when 6.8% of the male workforce received an additional payment.
- From our female workforce of 930, 13% (21 employees) received an additional payment. This is a decrease from 2023, when 14.6% of the female workforce received an additional payment.

Given the nature of these payments, there will be fluctuation each year.



The average bonus payment for men was £243 and for women was £138.



The middle (median) bonus payment for men was 44.1% higher than equivalent payment for women, up from 21.9% in 2023.

Summary and Pay by quartiles

The 2024 Gender Pay Gap figures for RNLI*:

1.	Mean	1.4%
2.	Median	2.8%
3.	Mean Bonus	43.3%
4.	Median Bonus	44.1%

5.	Proportion of male and female employees who received a bonus	Male	Female
		7.3%	13.0%

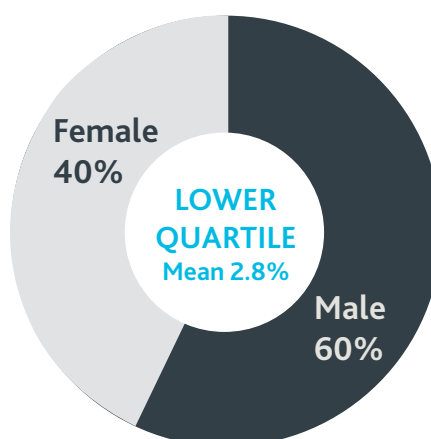
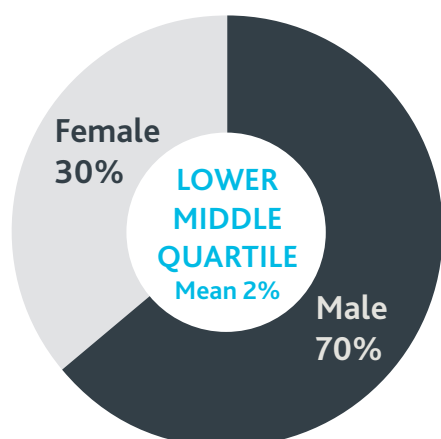
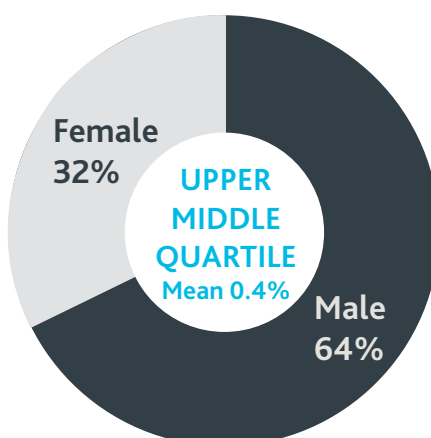
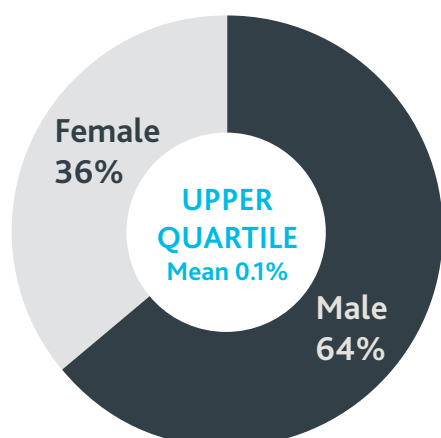
By law we are also required to report the proportion of men and women in each quartile pay band. This is based on a list of RNLI employees' hourly pay ordered from lowest to highest and divided into four equal groups.

6.	Proportion of male and female employees by quartile	Quartile	Male	Female
		Lower	60%	40%
		Lower Middle	70%	30%
		Upper Middle	68%	32%
		Upper	64%	36%

*This table reflects the gender pay gap figures for the RNLI across Great Britain (i.e. England, Scotland and Wales) only, in line with the legislation.



Summary and Pay by quartiles



Across the four quartiles we have a relatively even split of men and women. However, we do see the largest representation of women and the smallest representation of men in the lower quartile.

Please note that the mandatory reportable figures are based on a snapshot taken on 5 April 2024, covering information related to both pay and bonuses. The hourly rate of pay used in this report is not a simple calculation of basic pay but considers other elements such as allowances, holiday pay and bonuses. It excludes pay amounts such as salary exchange contributions, for example. The gender pay gap is calculated broadly, without considering factors like employee grade, role, length of service, skills, performance or experience.

If you would like to know more or explore how you can help the RNLI become a more inclusive place to work, please contact:
Amy Russell – Inclusion Lead
(Amy_Russell2@rnli.org.uk)

Progress and Trends Over Time

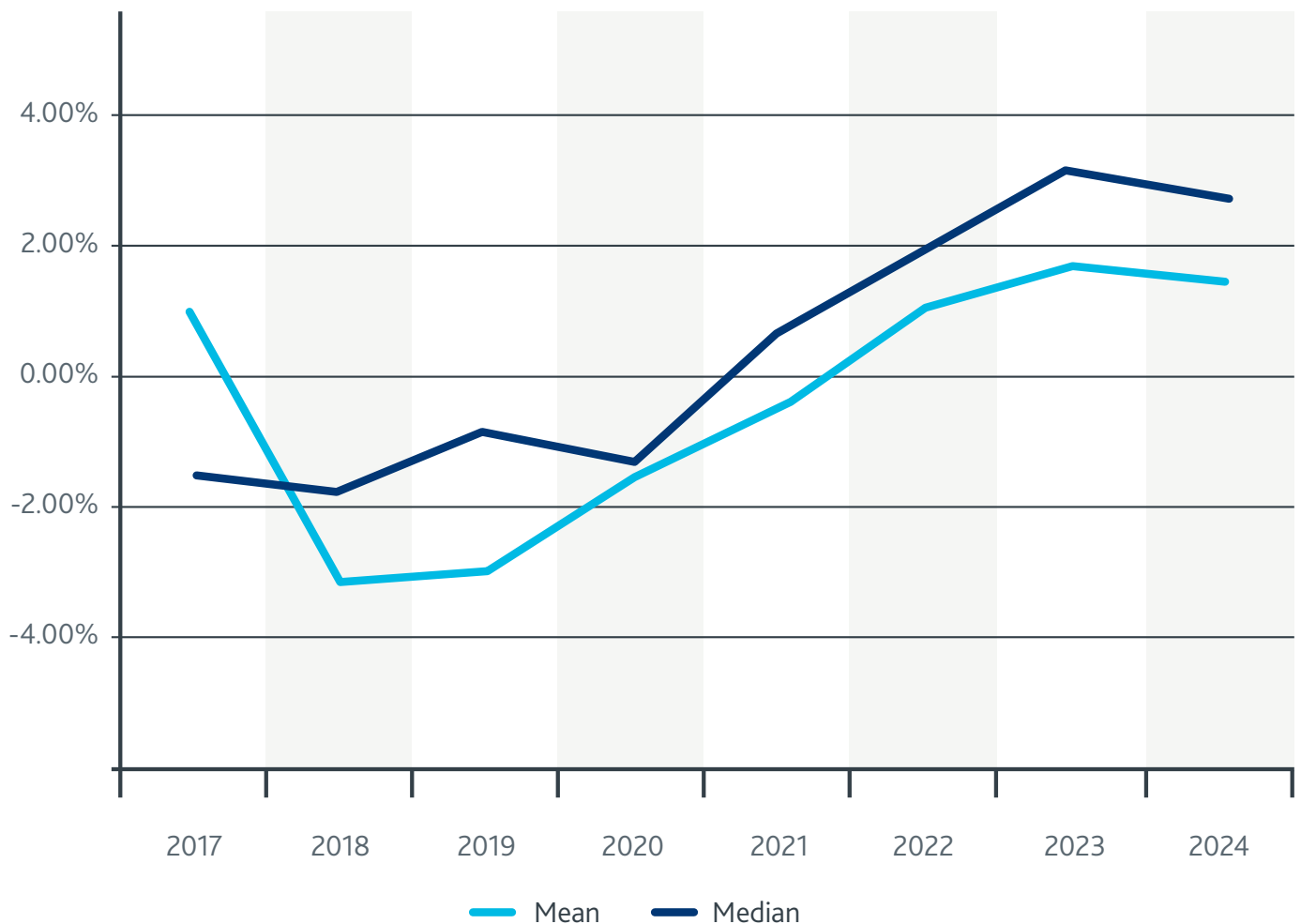
A look back at our reportable UK Gender Pay Gap figures since these became reportable in 2017:

			2024	2023	2022	2021	2020	2019	2018	2017
Mean			1.4%	1.5%	1.1%	-0.4%	-1.5%	-3%	-3.1%	0.7%
Median			2.8%	3.2%	1.9%	0.6%	-1.4%	-0.9%	-1.9%	-1.7%
Mean Bonus			43.3%	51.5%	46.9%	5%	-4.0%	19%	16.0%	21%
Median Bonus			44.1%	21.9%	72.8%	16.2%	-33.3%	0%	-25%	-33%
Proportion of male and female who received bonus	Male		7.3%	6.8%	3.5%	100%	44.0%	46%	39%	45%
	Female		13%	14.6%	4.7%	100%	54%	64%	61%	63%
Proportion of male and female employees according to quartile pay bands	Lower Quartile	Male	60%	59%	59%	65%	68%	66%	66%	62%
		Female	40%	41%	41%	35%	32%	34%	34%	38%
	Lower Middle Quartile	Male	70%	68%	73%	69%	70%	68%	73%	73%
		Female	30%	32%	27%	31%	30%	32%	27%	27%
	Upper Middle Quartile	Male	68%	67%	69%	68%	70%	69%	69%	65%
		Female	32%	33%	30%	32%	30%	31%	31%	35%
	Upper Quartile	Male	64%	64%	64%	68%	66%	62%	63%	65%
		Female	36%	36%	36%	32%	34%	38%	37%	35%

Our reportable mean data has shown fluctuations between 1.5% to -3.1%. These variations are largely due to differences in our workforce on the snapshot date, including factors like the seasonal workforce and employee pension contributions.

Progress and Trends Over Time

RNLI Mean and Median Gender Pay Gap over time



This time-series data highlights significant progress in gender pay equality at the RNLI, particularly in reducing both the mean and median pay gaps. While there are some year-on-year fluctuations, the overall trend demonstrates a positive movement, with improvements in the mean pay gap and quartile representation. The increase in female representation in the Upper Quartile (from 34% in 2020 to 36% in 2024) reflects an encouraging upward trend, showing growing gender diversity in higher-paying roles.

Expanding the Pay Gap Lens

Our workforce includes employees who fall outside the legislative requirements, such as those working in companies with fewer than 100 employees (in our Sales and College companies), employees in different jurisdictions (including the Channel Islands and the Isle of Man), and employees based in Ireland. However, we choose to expand our analysis to include the entire RNLI workforce.

In 2025, we will meet the legal requirement to report on Gender Pay Gap in Ireland, as per Irish legislation. For the 2024 report, we have continued to calculate and share these figures in line with the UK legislation, as we have done since the introduction of the Gender Pay Gap reporting requirements in the UK in 2017.

The RNLI's mean gender pay gap for our employees in the Republic of Ireland is -2.4%. This figure has been calculated separately due to the difference in currency (euros).

The RNLI's mean gender pay gap for the United Kingdom (England, Wales, Scotland and Northern Ireland), the Isle of Man and the Channel Islands across all of our companies is 1.8%.

In addition to the gender pay gap, we have also explored other pay gaps, such as the ethnicity pay gap. However, due to significant data gaps and low representation of people from minority ethnic groups, it is not yet possible to draw meaningful conclusions from this data.

Reportable UK Mean: 1.4%

Full RNLI UK Mean: 1.8%

Full RNLI ROI Mean: -2.4%*

*based on UK reporting legislation



Driving Change and Accountability for Pay Equity

Each year, we analyse our Gender Pay Gap data to identify and address any disparities. We also conduct a thorough review of variances within comparable roles to ensure we proactively address potential gaps or concerns.

While we are not yet able to share data on pay gaps outside of gender, this information is still valuable in supporting our ongoing efforts to improve equity, inclusion, and diversity at the RNLI, as well as the quality of our data. We will continue to review these areas, and when we have meaningful data to share, it will be included in future reports.

We are currently reviewing our approach to collecting people's sensitive personal information. Making sure we ask for this in an inclusive way and using the same questions across the whole of the RNLI. By improving the way we collect data and building people's confidence to share this information we will have better quality data to report on additional pay gaps. We recognise that we need to also improve our understanding of the barriers experienced by people when they look to join the RNLI, and those which mean that we do not retain them.

We know the value and importance of welcoming a diverse workforce into the RNLI. We are reviewing our recruitment practices and approaches to make sure we advertise opportunities in ways that reach more people. Sharing case studies and stories of people who join the organisation we want to build connections with people who may not have felt that the RNLI was a fit for them in the past. We are committed to increasing diversity at all levels of the RNLI.

Our people networks including our Women's community, have their own action plans to promote inclusion for the communities they support. We will continue to develop these action plans and our wider inclusion strategy based on the needs of our people and the data that we collect through our surveys. We will also learn from other organisations who have faced similar challenges and removed barriers for people from marginalised communities.

We are early on in our equity, diversity and inclusion journey. However, becoming a more inclusive organisation is a key priority for us.



Front cover: RNLI/Nathan Williams
Photos: RNLI/Beth Brookes, Tony Karoly, Billy Swanson, Nathan Williams, Jimmy Young

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