



GENDER PAY GAP REPORTING 2021

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



Lifeboats

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Gender pay gap reporting 2021

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

Our Charity

The RNLI is an incredible charity to be a part of, making a difference in our local communities and internationally. We are proud to have been saving lives for almost 200 years, thanks to our committed volunteers, supporters and staff.



Mark Dowie
Chief Executive

In 2020 our lifeboat crews launched 8,239 times across the UK and Ireland and went to the aid of 8,374 people – an average of 23 people every day. Our lifeguards attended 10,687 incidents, helping 25,172 people. The dedication of everyone at the RNLI remains firmly resolute, powered by passion, talent and kindness.

But in order to be able to keep saving lives for another 200 years, we know we can't stay still. We need to be more agile in the way we work, ready to face new

challenges head on and with confidence. To achieve this, we need to retain and attract great people - providing an environment in which everyone can be themselves and reach their full potential.

We are committed to enriching the talent within our charity with people from diverse backgrounds and experiences but recognise there is some way to go. We have started by building the right conditions in which diversity can flourish, fostering an inclusive culture and improving diversity among both

staff and volunteers. I am confident we have the right people and plans in place to drive this ambition and deliver our commitments set out in Our Watch.

Embracing the diversity of RNLI people and the communities we work in helps us deliver innovative solutions that save more lives and prevent drowning. We understand that it takes a wide range of diverse minds, abilities, cultures and experiences to engage effectively with communities – and this is what we're building within the RNLI.

* 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

Our people are at the heart of everything we do. Every one of us has an important role to play, and we want our people to love being a part of this incredible organisation.

It is our individual experiences that shape us, make us special and unique. A recent employee engagement survey revealed 81% of staff feel there is an inclusive and welcoming culture here at the RNLI, and 83% believe we respect individual differences. The past couple of years have no doubt taught us all new life lessons, and our people have accomplished a lot. It is exciting to see their determination and dedication to carry on and be counted.

Every year we welcome the opportunity to share our gender pay gap figures and talk about the steps we are taking to build a truly equal and inclusive organisation.

The RNLI's gender pay gap changes year-on-year due to several factors including our changing staff population and the start date for our seasonal lifeguards. In this report though, you'll see our gender pay gap remains low at -0.4%, which means our average hourly rate is slightly higher for women than men.

We are excited to see the number of females undertaking Search and Rescue activities increasing and are committed to tackling any barriers that may exist for individuals within the organisation. As part of a longer-term investment, we are working with girls in primary and secondary schools to inspire the female engineers of the future.



Sue Barnes
People Director

We continue to support flexible working, invest in new development and learning opportunities and provide fair and equal pay for all. Our sustained focus on creating a better gender balance will help us to keep our gender pay gap low and improved reporting measures will help extend our analysis, target action and measure our success.

I am incredibly proud to be a part of this wonderful organisation and feel so inspired by the commitment and passion of our volunteers and staff. As one crew, we are embracing opportunities, learning together, and taking important steps forward as we continue to build an inclusive and supportive environment at the RNLI.



Face to Face Team, Porthmeor beach, St Ives

The gender pay gap

The gender pay gap for the RNLI was **-0.4%*** in 2021, based on an average hourly rate for men and women. The UK average is **15.4%**, as reported by the Office for National Statistics for 2021.

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.

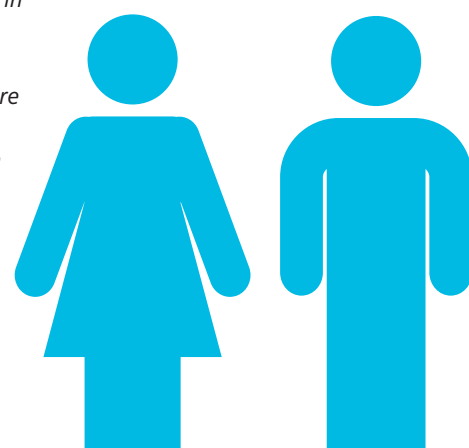
WHAT IS THE GENDER PAY GAP?

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:

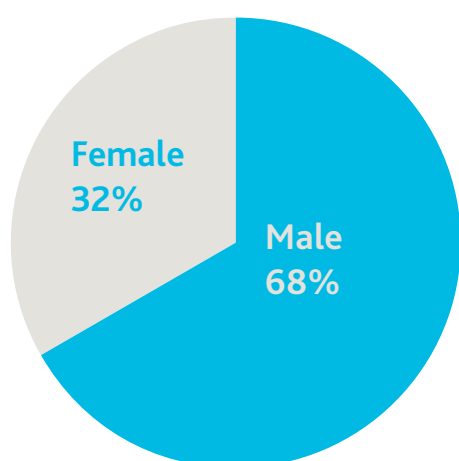
While both relate to the disparity of pay women receive in the workplace, they are two different issues:

- *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 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 2021 consists of a wide range of 2,322 talented employees. Skills are across operational, engineering, fundraising, support functions and some seasonal roles. This reflects a small but positive increase (1%) in the proportion of females within the RNLI when compared to last year.

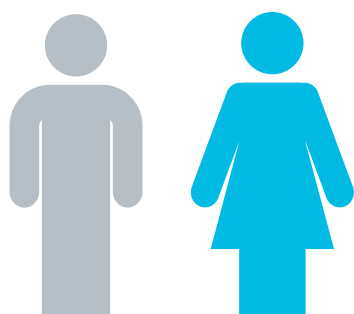
Our gender pay calculations

The gender pay gap is expressed in two ways:

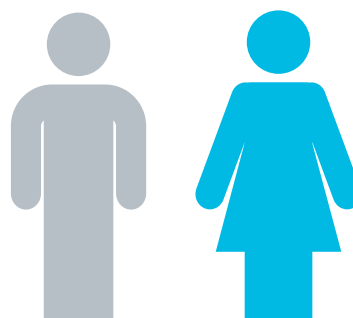
- mean
- median

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 0.4% more than males, which is 7 pence per hour more than males.



The median for females' pay is 0.6% less than males, which is 10 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 2021.

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:

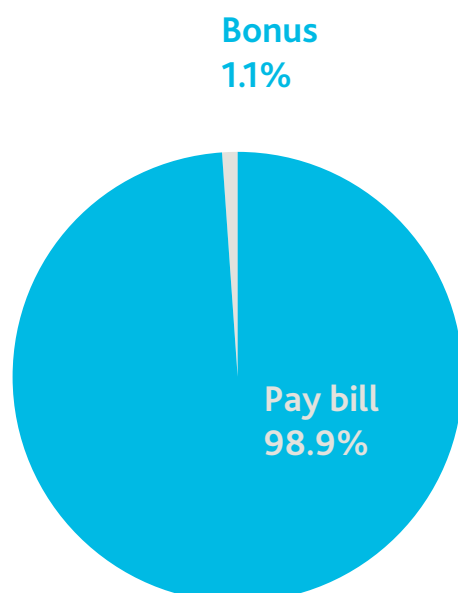
- **Seasonal fundraisers' incentives**

Opportunities for face to face fundraising were limited in 2021 due to the pandemic. The number and value of these payments have therefore reduced (14 employees received an average payment of £45.48 for the whole period of their seasonal employment).

- **Thank you days off**

As a way of thanking staff for supporting the charity through the pandemic, up to 3 days additional annual leave was awarded to employees (to be taken during 2021). Equivalent cash values for these days off have been calculated for the purpose of this bonus element.

The total 'bonus' value represents 1.10% of the RNLI's overall pay bill.



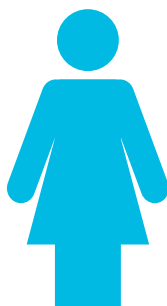
Please note that none of the Executive Team within the RNLI receives any element of bonus payments.

EMPLOYEES WHO RECEIVED AN ADDITIONAL PAYMENT

The additional annual leave granted in 2021 meant that all 2,763 employees (including leavers during 2021), are considered to have received a payment classed as a 'bonus' under the legislation.



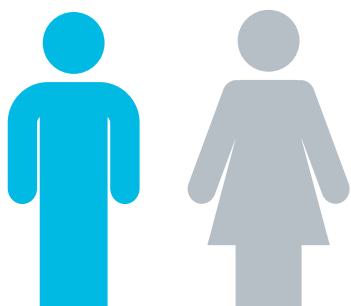
100% of our male workforce (1,555) received an additional payment.



100% of our female workforce (of 746) 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 2021. The mean average bonus payment for men was £304.99 and for women was £289.21.

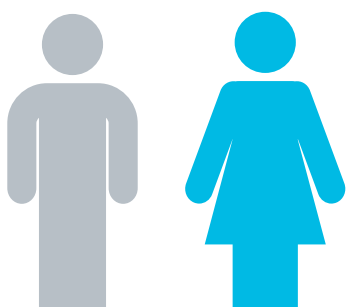


On average, women received 5.2% (£15.78) less than men for additional payments in the last 12 months.

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 2021.

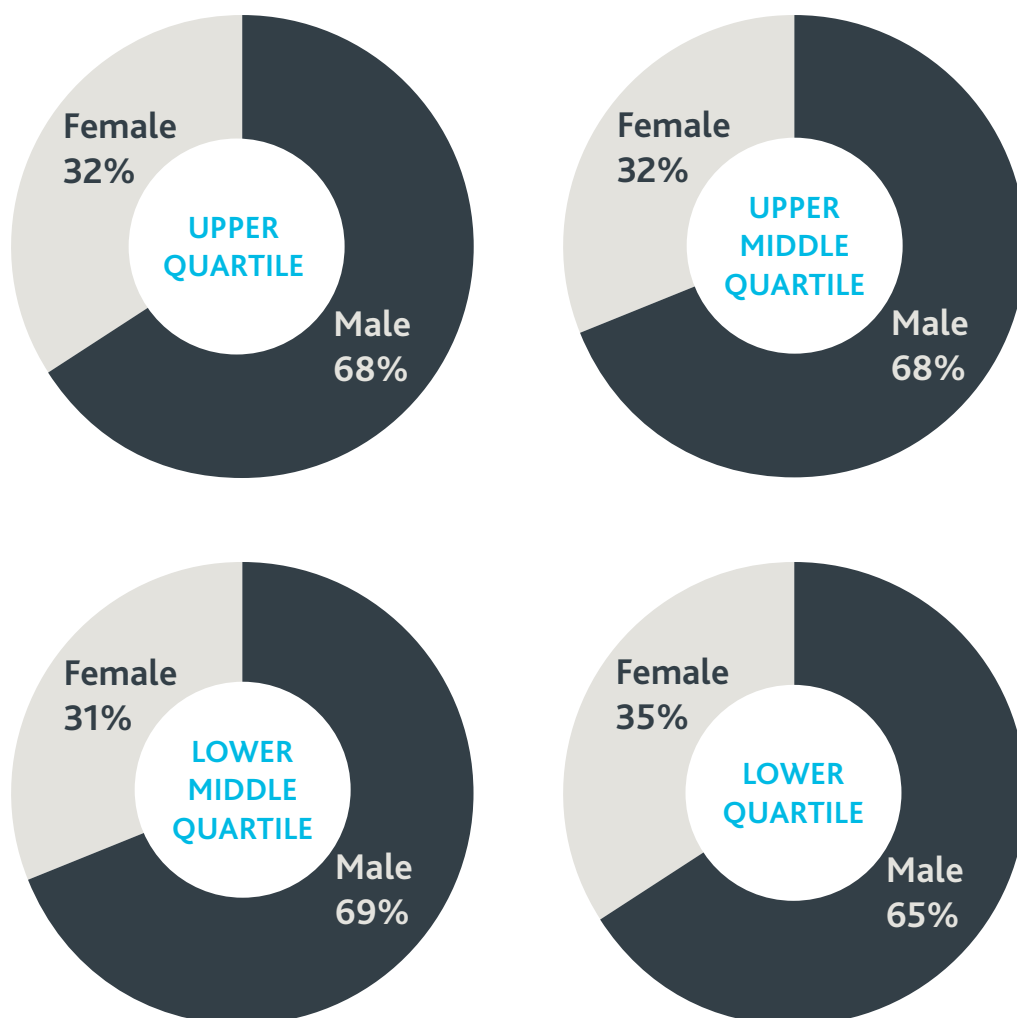
The median bonus payment for men was £49.06 more than women.



The midpoint of the additional payments made to men was 16.2% (£49.06) more than women in the last 12 months.

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 2021 Gender Pay Gap figures for RNLI*:

1.	Mean	-0.4%
2.	Median	0.6%
3.	Mean Bonus	5.2%
4.	Median Bonus	16.2%

5.	Proportion of male and female employees who received a bonus	Male	Female
		100%	100%

6.	Proportion of male and female employees by quartile	Quartile	Male	Female
		Upper Quartile	68%	32%
		Upper Middle Quartile	68%	32%
		Lower Middle Quartile	69%	31%
		Lower Quartile	65%	35%

*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 4.4% 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 81.

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 0.2%. 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 2021, 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.

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, inc:</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 • Overtime • Pay in lieu of leave • Redundancy

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 (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