



GENDER PAY GAP REPORTING 2023

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

Contents

| | |
|--|----|
| 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 pay gap calculations | 10 |

Our charity

Setting ourselves up for the future.



Mark Dowie
Chief Executive

The RNLI's vision and purpose did not falter during 2023 but, like many charitable organisations, it was a year of challenge and change. Throughout 2023, we have continued to concentrate on the RNLI's future sustainability in the challenging financial climate; a significant amount of effort has therefore been put into further improvements in efficiency and planning for 2024 and beyond to ensure we are balancing our long-term income and expenditure properly.

Lifesaving essentials like fuel, energy and kit became more expensive and this meant every pound and euro donated to the charity bought less than it did before. However, unlike most organisations, we are unable to put up our prices to accommodate these additional costs.

We remain grateful for every donation, particularly during these challenging times. The outstanding work of our fundraising teams proved more important than ever, ensuring our lifesavers are provided with the best equipment and training for their important lifesaving roles.

Everything that we achieved in 2023 is testament to the dedication, hard work and selflessness of our volunteers and staff. Working together towards a shared goal is what makes any crew great and truly demonstrates our 'One Crew' ethos. Our pledge states, whoever we are and wherever we come from, we are one crew and we are all lifesavers. If we continue to work together and learn from each other, I am confident we can face any storm.

We look to the future with cautious optimism and pride. Our collective focus for this year will be on delivering the lifesaving service, mitigating critical safety, compliance and technology risks, supporting our volunteer communities (who face their own challenges), reducing our cost base whilst maximising our income, and commemorating our 200th anniversary.

In our 200th year of saving lives, we will commemorate the RNLI's remarkable past, celebrate our lifesaving achievements today, and inspire the next generation in our mission to save every one.



Our people

We all respect, value and support each other as equal members of the RNLI family.



Caren Thomas
People Director

Having joined the RNLI during 2023, I have been overwhelmed by the warm welcome and general inclusivity that stems from our collective and inspiring purpose. We've achieved a lot as an organisation this year, supported by a People function that has proved willing to listen, learn and evolve to support its changing needs.

In response to the external financial challenges, the RNLI adopted an across-the-board pay increase in April 2023. While this meant all employees received the same relative pay increase regardless of gender, there was a change in our gender pay gap results. Our female workforce increased (now 35% female, compared to 34% in 2022) but so did the difference in average hourly rates between male and female employees. We now report a mean pay gap of 1.5% (compared to 1.1% last year).

As well as the annual pay review, salary levels are also influenced by people's starting salaries. There are several other reasons why the gender pay gap could change too, including not only the

proportion of women employed on the snapshot date but also the types of roles they are occupying. A stronger female presence in our lifeguarding roles on 5 April 2023, for example, has contributed towards the difference in average hourly rates.

While the RNLI gender pay gap results remain well below the national average, we will not be complacent. We will continue to design and develop initiatives that help attract, develop and retain our female workforce.

For example, in 2023 the RNLI partnered with Upfront Global to deliver two programmes designed to challenge how confidence for women is perceived in the workplace and beyond. It encourages participants to build on their key strengths and become advocates for themselves and others around them, working together to change the system and build the world women want to live in.

A new Women's Community has also been launched, bringing together numerous groups that already represent women across the RNLI (e.g. the Female

Lifeguard Group, Women in Engineering and Women in Search and Rescue). This provides a space to empower, connect and support women across the RNLI. Women have played a critical role in the RNLI's history for 200 years, from lifesaving to fundraising and everything in between. This community is a celebration of the unique perspectives that each woman brings to our charity and our goal is that every woman in the RNLI feels welcomed, included and is treated fairly. We believe that diversity is our strength, and we want to create a truly inclusive RNLI that inspires the next generation of RNLI women.

We have lots to look forward to in 2024, not least strengthening the capability of RNLI leaders and managers which will help underpin and embed an inclusive and diverse culture. We are also proud to have recently hosted the 'Women in Search and Rescue' conference and intend to build ethnicity categories into our pay reporting during 2024 to broaden our view of pay fairness at the RNLI.



The gender pay gap

The gender pay gap for the RNLI was **1.5%*** in 2023, based on an average hourly rate for men and women. The UK average is **14.3%**, as reported by the Office for National Statistics for 2023.

By law, employers are required to publish six calculations annually on their website and on a Government website by April 2024. To comply with this, the RNLI is publishing:

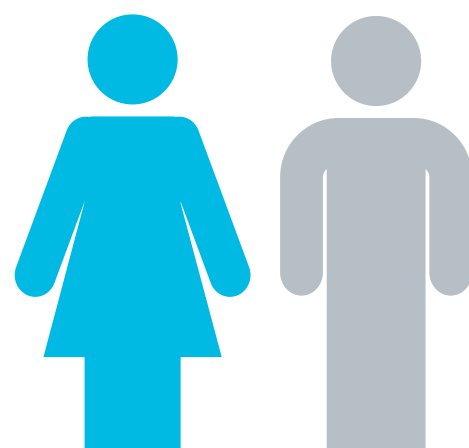
- The mean gender pay gap figures, which compare the average hourly earnings of men and women.
- The median gender pay gap figures, which compares the hourly earnings of the man and woman who are at the mid-point when all the hourly rates are listed from lowest to highest value.
- The mean and median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

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.

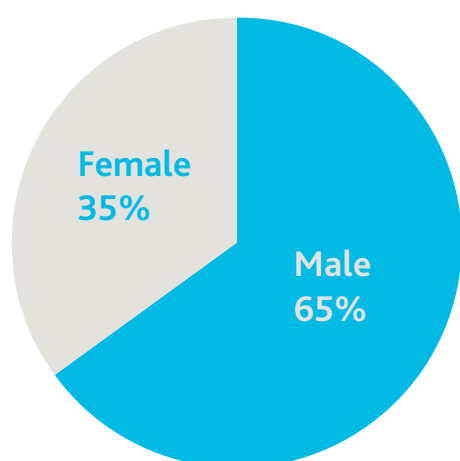
The gender pay gap differs from equal pay, as quoted on the Human Rights Commission website. While both relate to the disparity of pay women receive in the workplace, they are two different issues:

- *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



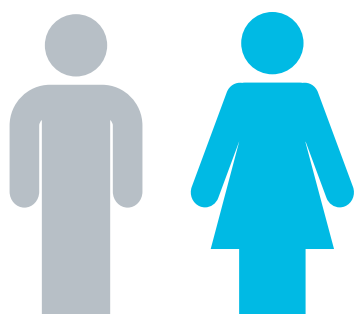
The RNLI's workforce as of 5 April 2023 consists of a wide range of 2,695 talented employees. Skills are across operational, engineering, fundraising, support functions and some seasonal roles. This reflects a small but positive increase (1%) in the proportion of women within the RNLI when compared to last year.

Our gender pay calculations

The gender pay gap is expressed in two ways:

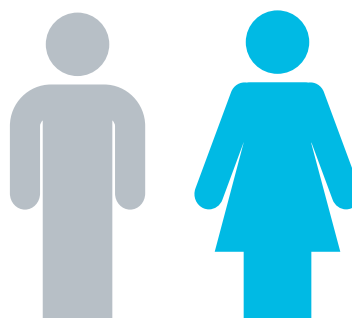
- mean
- median

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



The average hourly rate for women is 1.5% less than men, which is equivalent to 29 pence per hour.

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 women is 3.2% less than men, which is equivalent to 57 pence per hour.

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 2023.

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:

- **Fundraisers' incentives –**
There were 251 employees who received an incentive payment in 2023, the average value being £90.18 throughout the year.
- **Non-consolidated payments –**
Non-consolidated payments are 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 7 non-consolidated payments made in 2023, 3 to women and 4 to men.

EMPLOYEES WHO RECEIVED AN ADDITIONAL PAYMENT

A total of 258 (9.6%) employees out of 2,695 received an additional payment which is classed as a bonus under the legislation.

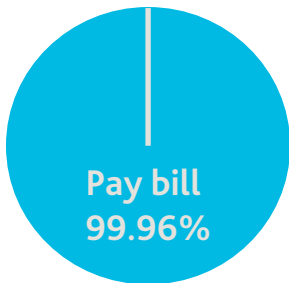


From our total male workforce of 1,739, 6.8% (118) received an additional payment.



From our total female workforce of 956, 14.6% (140) received an additional payment.

Bonus
0.04%



The total 'bonus' value represents 0.04% of the RNLI's overall pay bill.

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

Mean bonus

The mean bonus looks at the difference in the average bonus payment received for the 12 months prior to 5 April 2023. The mean average bonus payment for men was £158.69 and for women was £77.03.



On average, women received 51.5% (£81.66) less than men for additional payments in the last 12 months.

Median bonus

The median bonus looks at the difference in the middle bonus payment received by men and women in the 12 months prior to 5 April 2023. Bonus payments are sorted in value from the lowest to the highest, with the middle values for men and women then used to calculate the median gap.



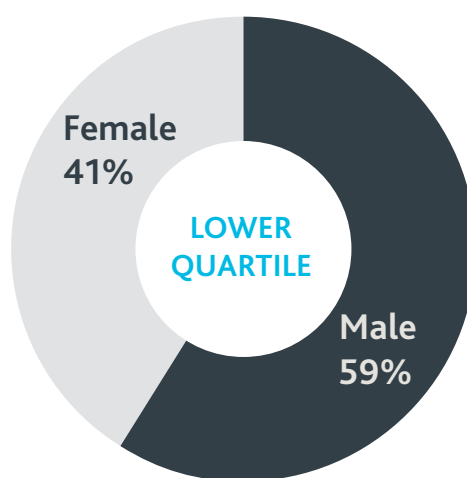
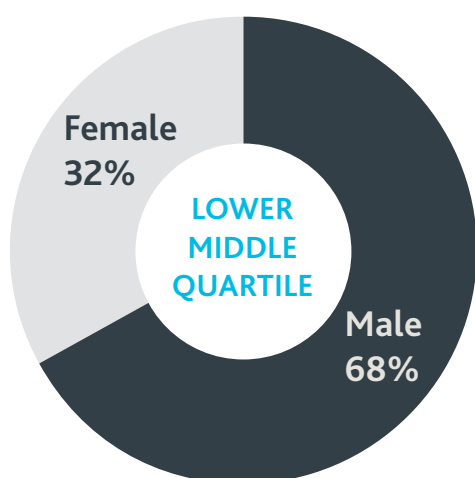
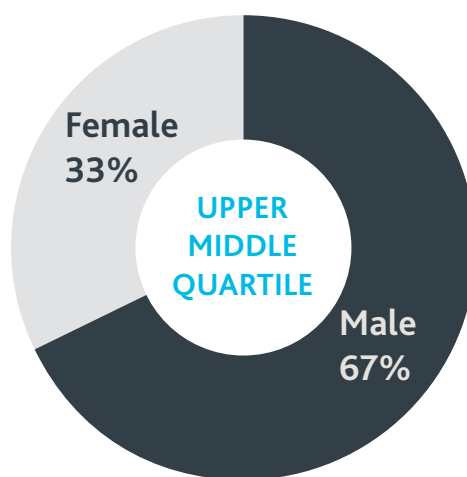
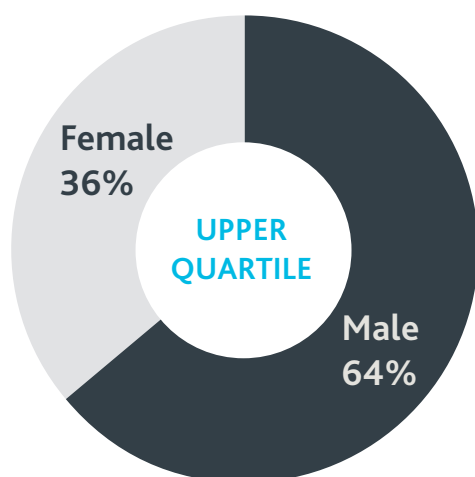
The middle (or median) additional payment made to men was 21.9% (£10.50) higher than the equivalent payment to women in the last 12 months.

Pay by quartiles

By law we are also required to show the proportion of men and women in each quartile pay band. This is a list of RNLI employees' hourly pay ordered from lowest to highest and 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 2023 Gender Pay Gap figures for RNLI*:

| | | |
|----|--------------|-------|
| 1. | Mean | 1.5% |
| 2. | Median | 3.2% |
| 3. | Mean Bonus | 51.5% |
| 4. | Median Bonus | 21.9% |

| | | | |
|----|--|------|--------|
| 5. | Proportion of male and female employees who received a bonus | Male | Female |
| | | 6.8% | 14.6% |

| | | | | |
|----|---|-----------------------|------|--------|
| 6. | Proportion of male and female employees by quartile | Quartile | Male | Female |
| | | Upper Quartile | 64% | 36% |
| | | Upper Middle Quartile | 67% | 33% |
| | | Lower Middle Quartile | 68% | 32% |
| | | Lower Quartile | 59% | 41% |

*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.

2023 Ireland Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics, with the number of employees in the organisation determining when this reporting is required.

Currently, only employers with 250 or more employees on a 'snapshot date' of 1 June 2023 are in scope (narrowing to 150 employees in 2024 and employers with 50 or more employees in 2025).

The RNLI remains out of scope for the Gender Pay Gap reporting requirements, with 95 employees working in

the Republic of Ireland. However, we continue to calculate and share these matrices as we have done since the introduction of the Gender Pay Gap report requirements in the UK in 2017.

The RNLI has a mean gender pay gap figure of 2.1% for our staff in the Republic of Ireland. This has been calculated separately due to the euro currency difference.

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 is 1.5%.

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 Islands, Northern Ireland or the Republic of Ireland</p> <p>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 |

Information on calculations:

The mandatory reportable figures are a snapshot taken on 5 April 2023, 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 and Face to Face fundraisers. Photo: RNLI/Nathan Williams
Photos: Ben Lammimg, RNLI/(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