



# GENDER PAY GAP REPORTING 2020

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



Lifeboats

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# Gender pay gap reporting 2020

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

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## Our Charity

The RNLI is an incredible charity to be a part of that makes a difference in our 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

The RNLI has saved over 143,000 lives since 1824. There are 238 RNLI lifeboat stations around the UK and Ireland and our lifeguards patrol more than 250 beaches in the summer. In 2019 our lifeboat crews launched 8,941 times across the UK and Ireland and went to the aid of 9,379 people – an average of 26 people every day. Our lifeguards attended 17,356 incidents, helping 29,334 people.

As a charity we also ensure we spend our donors' money wisely and make sure that every penny and cent is used to help us save more lives.

I am pleased to report that demographically, our gender pay gap remains low at -1.5% based on an average hourly rate for men and women. This means our average hourly rate is slightly higher for women than men. We expect this to fluctuate due to the fluidity of the number of employees we have just before and during the summer season when we employ our lifeguards and face-to-face fundraisers. We remain diligent to ensure that our gender pay gap remains low as we firmly believe in equality for all and we continue to monitor pay, equality, diversity and inclusion with our staff and volunteers.

Our commitment to enriching the talent within our charity with people from diverse backgrounds and experiences is part of [Our Watch](#) – the RNLI's strategic intent 2020-2024. I want the RNLI to attract many more volunteers and staff from all areas and walk of life, so we have a target of at least 20% of our operational crew being female and a much enhanced contribution from the Black, Asian and minority ethnic (BAME) population. We have work to do but are committed to ensuring that our charity has the wealth of experience and talent that can only be achieved through a diverse and engaged one crew working together to save lives at sea by living our Values: trustworthy, courageous, selfless, dependable.

# Our people

The last year has been unprecedented. We, like all organisations, have had to overcome many unexpected challenges. Through the Covid-19 pandemic, our people have continued to work extremely hard to deliver our lifesaving services, whilst at the same time adjusting to new norms in our everyday lives.

Our people continue to demonstrate our Values: courageous, dependable, trustworthy and selfless. We are so proud to have such a committed one crew of volunteers and staff in the RNLI.

It is vital for our charity to foster high performance by providing our people with a great place to work. Providing fair and equal pay for equal work for our paid members of staff is essential to this. We also strive to ensure that we attract, retain the best people who are skilled and reflect our values, whilst continuing to look after donors' money by remaining competitive in our sector.

We strive for inclusion and equality for all, and work hard to create a sense of pride, purpose and of belonging for all our one crew. For our staff, the RNLI is committed to supporting flexible working. We believe in developing our people and provide a huge amount of learning opportunities for all our employees. We remain active in promoting awareness on inclusion and diversity for volunteers and staff, while we

continue to collect, review and act upon findings from our Employee Engagement Survey. We also remain absolutely committed to listening to, consulting with and learning from our networks, which include the Disability Network, Gender Equality Network, Harbour Network (LGBT+ network - lesbian, gay, bisexual, transgender), and our Young Professional's Network.

All of this has contributed to our gender pay gap remaining low with a mean gap of -1.5%. This means demographically women are paid 28 pence more per hour on average than men. On an ongoing basis we continue to monitor, review and address any gender pay gaps as part of our pay review process.

The RNLI is a great charity to work for. It is made up of amazing individuals who are all working together as one crew to save lives at sea. Everyone at the RNLI makes a real difference. And I am proud to be a part of it.



Sue Barnes  
People Director

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# The gender pay gap

The gender pay gap for the RNLI was **-1.5%\*** in 2020, based on an average hourly rate for men and women. The UK average is **15.5%**, as reported by the Office for National Statistics for 2020.

By law, employers are required to publish six calculations annually on their website and on a Government website by April 2021. 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.

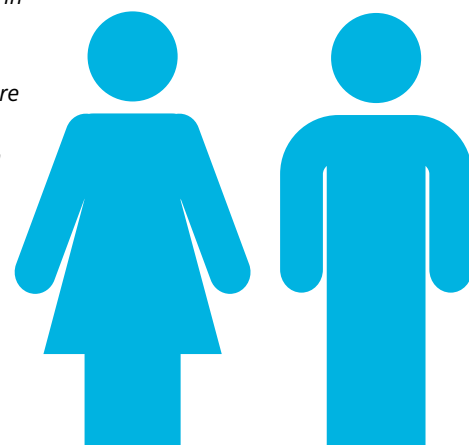
## WHAT IS THE GENDER PAY GAP?

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:

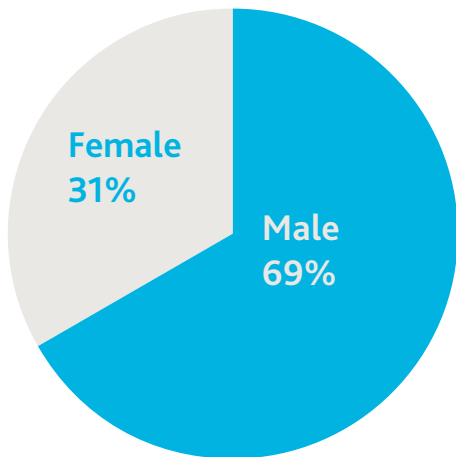
While both relate to the disparity of pay women receive in the workplace, they are two different issues:

- *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 2020 consists of a wide range of 2,098 talented employees. Skills are across operational, engineering, fundraising, support functions and some seasonal roles.

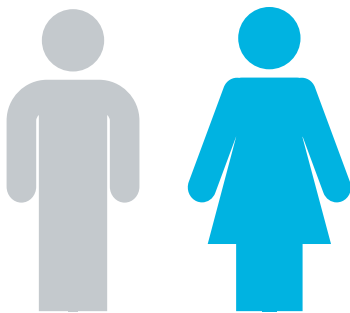
## Our gender pay calculations

The gender pay gap is expressed in two ways:

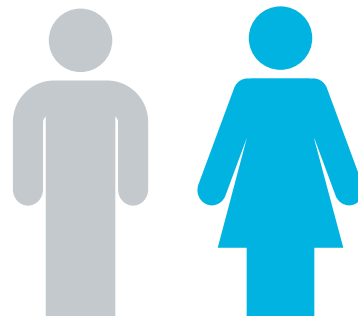
- mean
- median

**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 1.5% more than males, which is 28 pence per hour more than males.



The median for females' pay is 1.4% more than males, which is 24 pence per hour more 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.

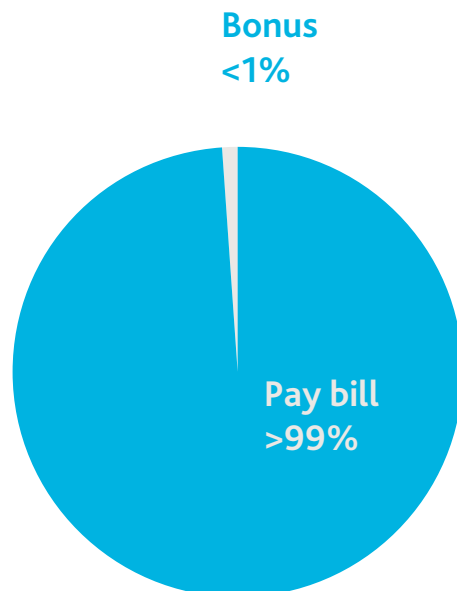
Bonus pay is defined broadly under the regulations as any remuneration that is in the form of money or vouchers and based on information for the 12 months prior to 5 April 2020.

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 (154 employees received an average payment of £172 for the whole period of their seasonal employment).
- The employee recognition scheme where we award non-cash award vouchers to those staff that go above and beyond their jobs. (All employees are eligible. 810 employees received a financial award. The average voucher value received was £36.)  
\*The employee recognition scheme closed on 31 December 2019.
- Non-consolidated pay increases as part of our pay review process. (This covers 43 employees who have reached the top of their grade pay range, typically due to length of service, and therefore receive a non-consolidated (one off) payment as their annual pay award instead of this amount being added into basic salary).

The total 'bonus' value represents 0.10% of the RNLI's overall pay bill.



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

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## EMPLOYEES WHO RECEIVED AN ADDITIONAL PAYMENT

A total of 985 employees, which is 47% of the RNLI's total workforce, received a payment that is classed as a 'bonus' under the legislation.



From our total male workforce of 1,439, 44% (629) of them received an additional payment.

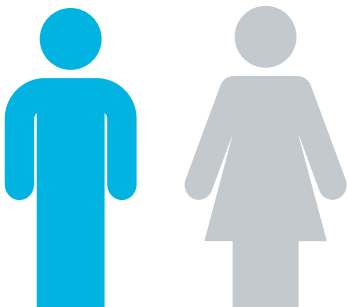


For our total female workforce of 659, 54% (356) received an additional payment.

In numbers, more men than women received a bonus, however proportionately a higher percentage of women received a bonus.

### Mean bonus

The mean bonus looks at the difference in the average bonus payment received for the 12 months prior to 5 April 2020. The mean average bonus payment for men was £72.90 and for women was £75.90.

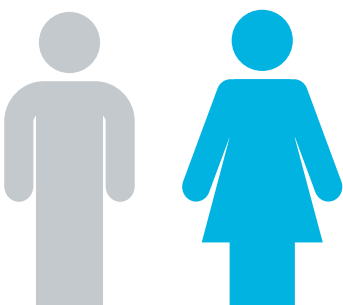


On average, men received 4.1% (£3.00) less than women for additional payments in the last 12 months.

### 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 2020.

The median bonus payment for men was £10.00 less than women.



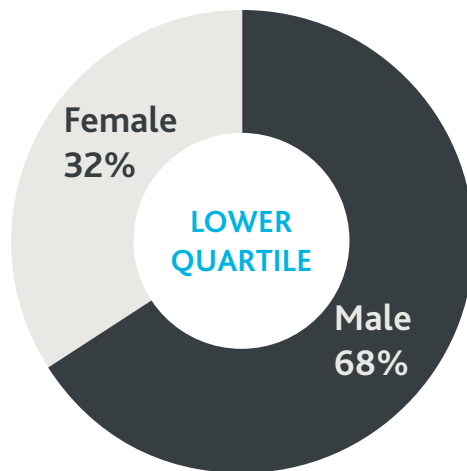
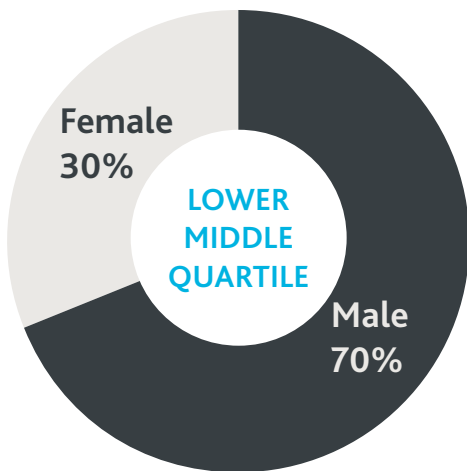
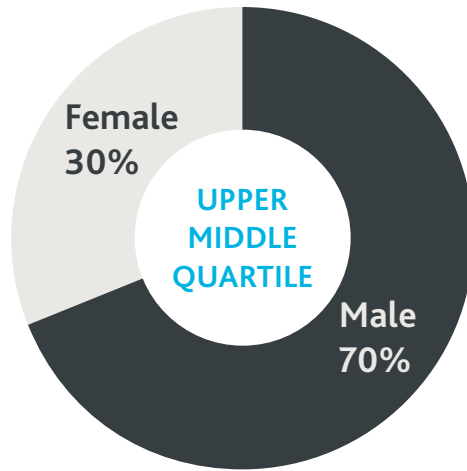
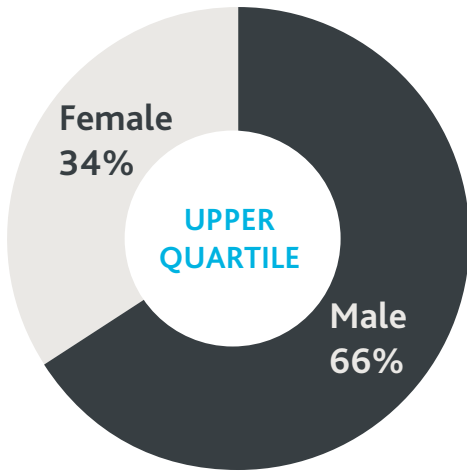
The midpoint of the additional payments made to men was 33.3% (£10.00) less than women in the last 12 months.



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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 - Pay & Reward Manager

# Summary of gender pay gap calculations

The 2020 Gender Pay Gap figures for RNLI\*:

1.	Mean	-1.5%
2.	Median	-1.4%
3.	Mean Bonus	-4.1%
4.	Median Bonus	-33.3%

5.	Proportion of male and female employees who received a bonus	Male	Female
		44%	54%

6.	Proportion of male and female employees by quartile	Quartile	Male	Female
		Upper Quartile	66%	34%
		Upper Middle Quartile	70%	30%
		Lower Middle Quartile	70%	30%
		Lower Quartile	68%	32%

\*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 5.5% 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 76.

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%. 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 2020, 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 like 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 RNLI placed some individuals on Furlough in the UK (The Coronavirus Job Retention scheme) from April 2020 and within this first month employees still received 100% pay, whereas this was reduced to 80% from May.

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><b>Agency workers</b></p> <p><b>Employees in Channel Island, Northern Ireland or Republic of Ireland</b></p> <p>excludes volunteers</p> <p>Note: no employees on furlough in April 2020 received reduced pay.</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> </ul> <p>Overtime</p> <p>Pay in lieu of leave</p> <p>Redundancy</p>

**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