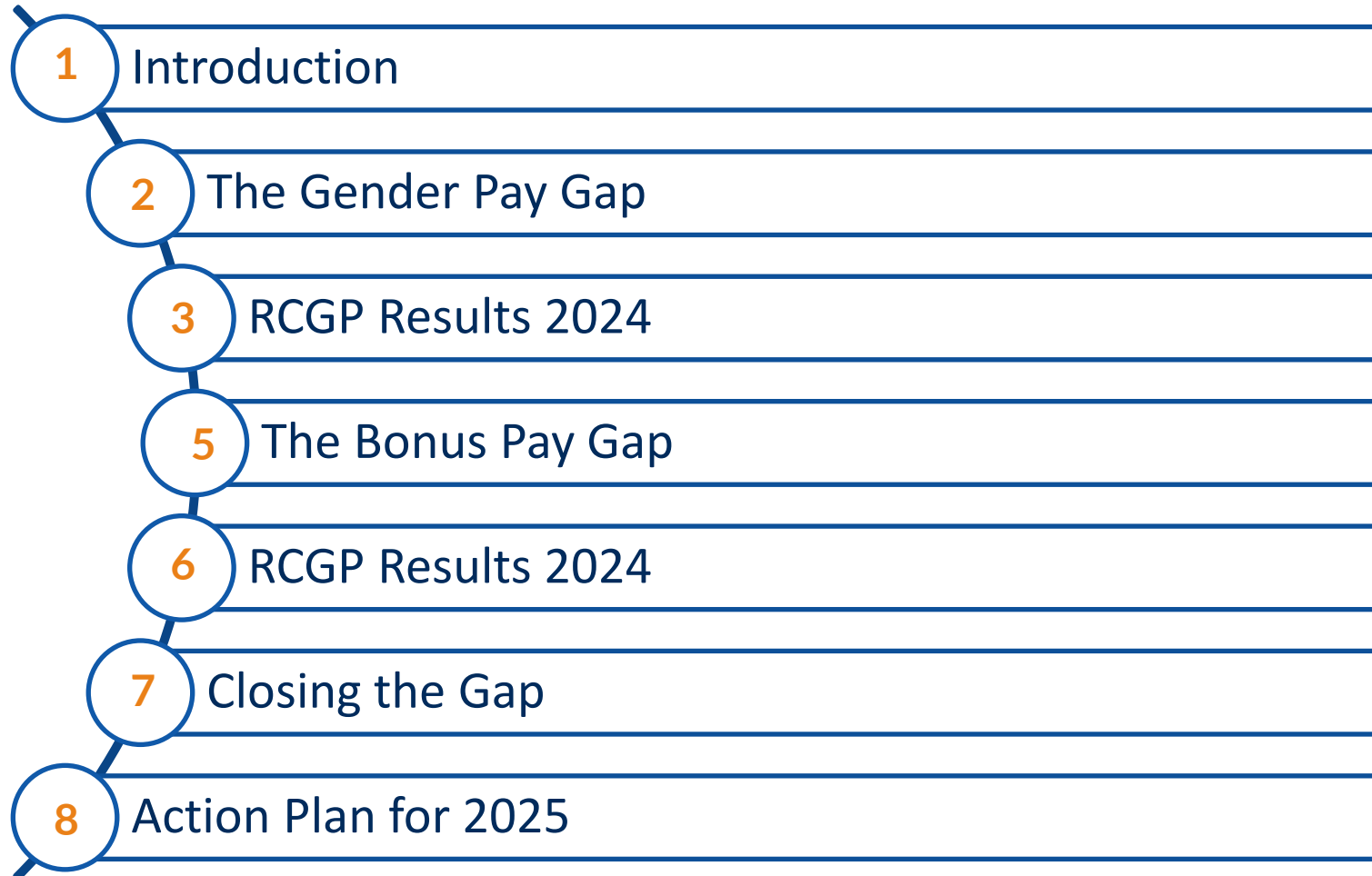




Royal College of General Practitioners

Gender Pay Gap
Report 2024

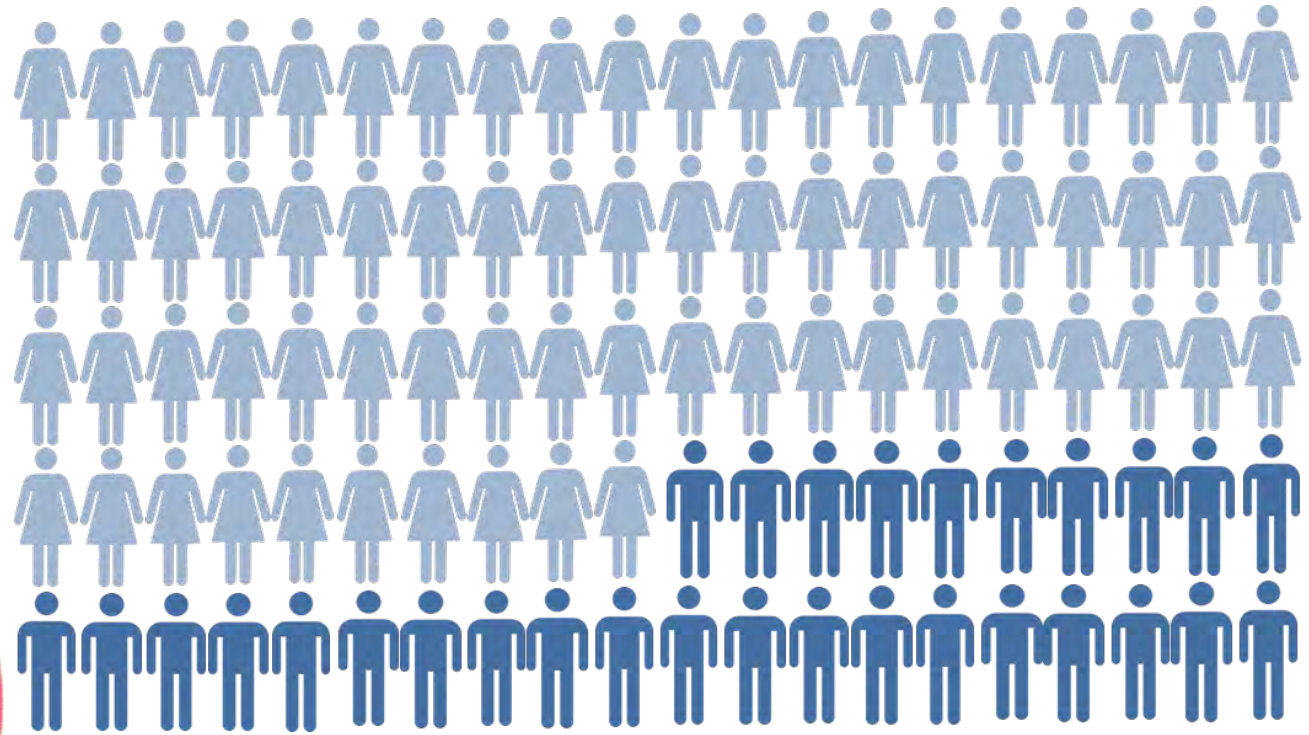
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As of 5 April 2024, over 70% of our people are women.



288

People employed by us

70.83%

Of our employees are women

29.17%

Of our employees are men



The Gender Pay Gap

This annual report provides information on the gender pay gap at the Royal College of General Practitioners.

Organisations employing 250 or more employees are required by legislation to report and publish their gender pay gap. The gender pay gap shows the difference in the average hourly pay between all men and women in an organisation. As such, it is not a reflection on equal pay but serves as a valuable tool in assessing policies, procedures and progress in eliminating gender pay gaps.

Date Range

The data we use is based on figures from 6 April 2023 to 5 April 2024.

Mean

The difference in average hourly pay between men and women.

Median

The difference between the median woman's and median man's average earnings.

Quartiles

We divide our employees into four evenly sized groups and use quartiles to rank pay from lowest to highest.

In line with government requirements, we only report on male and female gender and not those that identify as any other gender such as non-binary. To fulfil our obligations to the HMRC, we collect data on whether employees are men or women, and it is that data that is used in compiling this report.



RCGP Results 2024



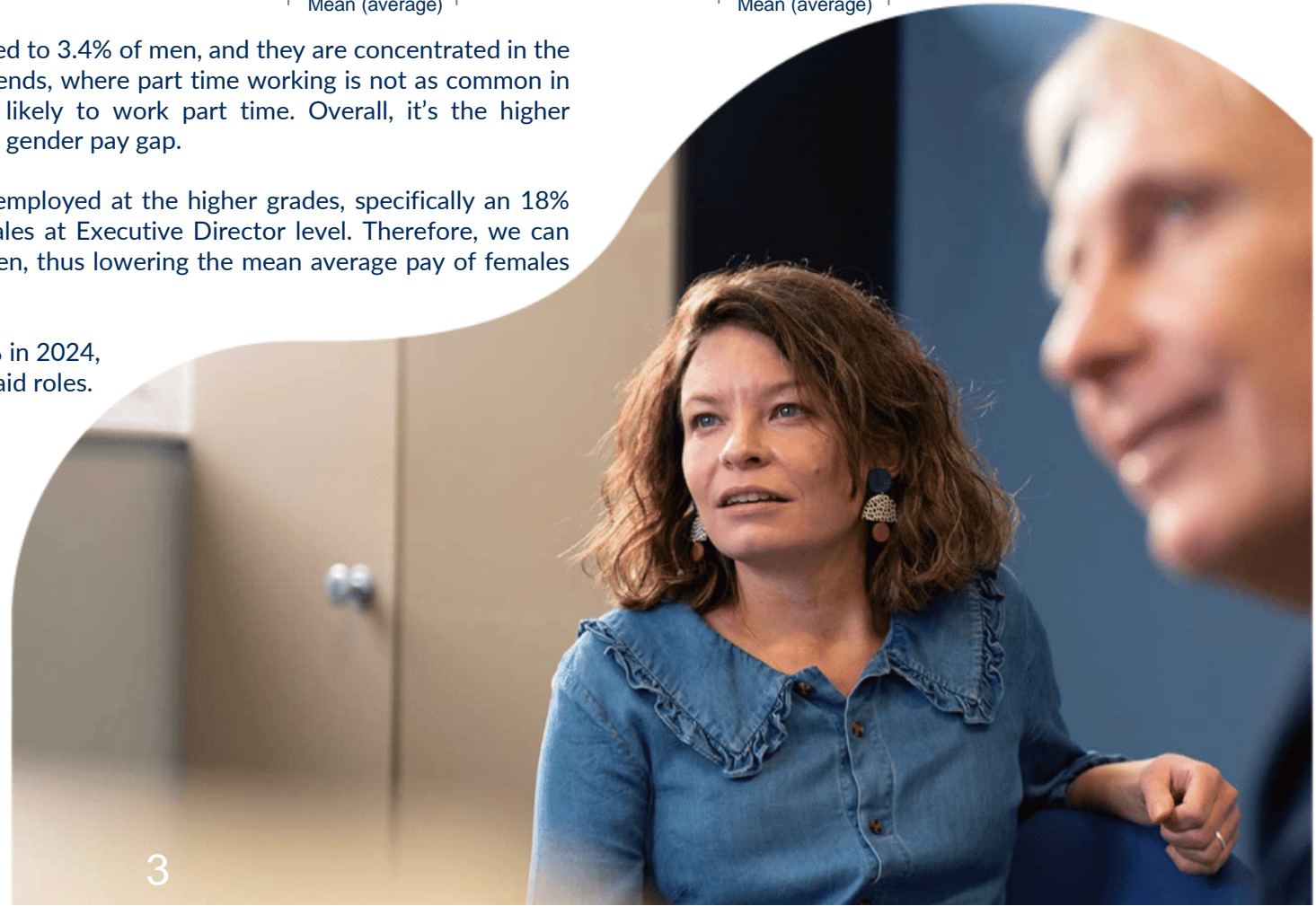
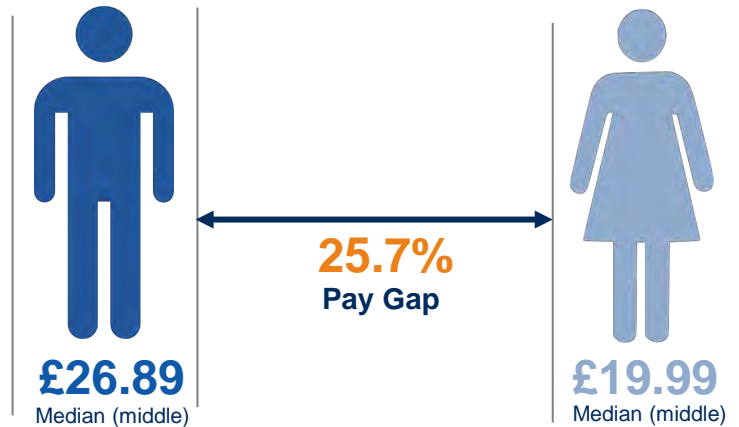
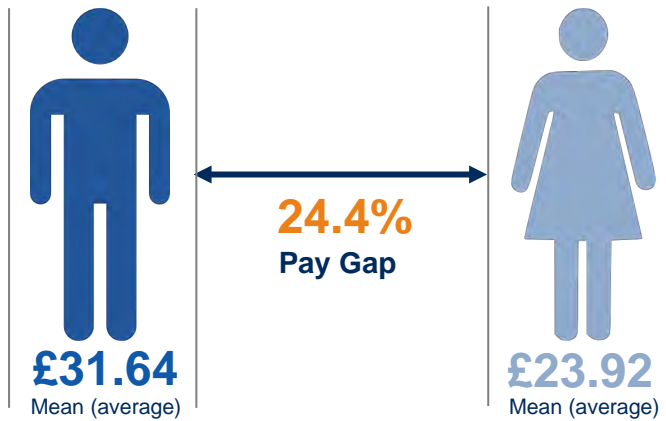
The mean pay gap for 2024 has increased to 24.4% from 21.3% in 2023, indicating there are more men in higher paid roles at the College than women.

The College operates London and national pay scales. The London pay scale is higher in recognition of the greater costs associated with the capital, but a significant proportion of our women are employed outside of London, meaning their hourly rate of pay is lower which contributes to the gender pay gap.

It is also important to note that nearly 16% of women work part time hours, as opposed to 3.4% of men, and they are concentrated in the lower pay grades. Consequently, there is a trend in the College, similar to national trends, where part time working is not as common in higher pay grades which might disproportionately impact women who are more likely to work part time. Overall, it's the higher proportion of women working part time in lower grade roles, which contributes to the gender pay gap.

Furthermore, the increase can be attributed to an overall 7% reduction in females employed at the higher grades, specifically an 18% drop in females that are employed as Clinicians, as well as a 20% decrease in females at Executive Director level. Therefore, we can conclude that during 2024, more females on a higher salary left the College, than men, thus lowering the mean average pay of females and increasing the gender pay gap.

There has been a small reduction in the median pay gap from 28.8% in 2023 to 25.7% in 2024, this is due to a slight increase in women moving into or joining the College in higher paid roles.

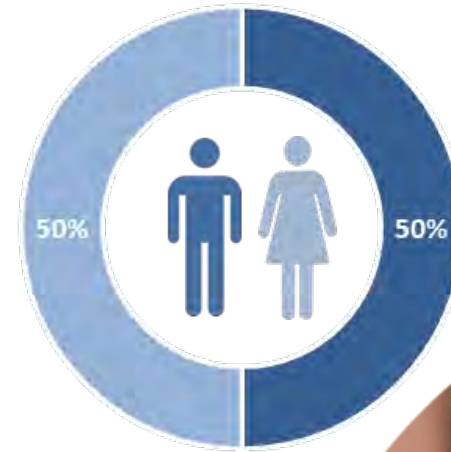
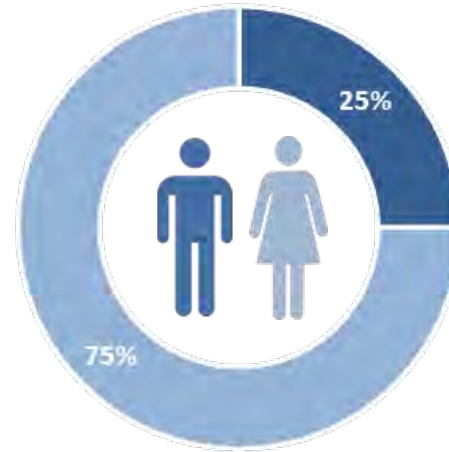
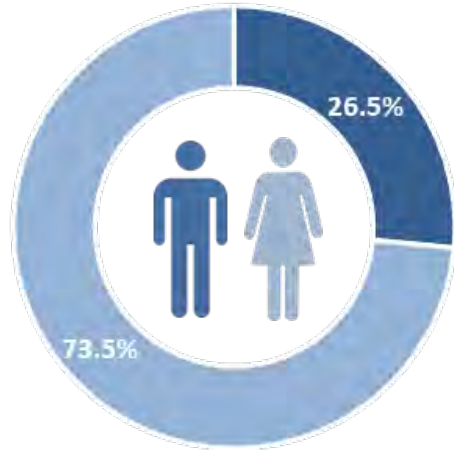
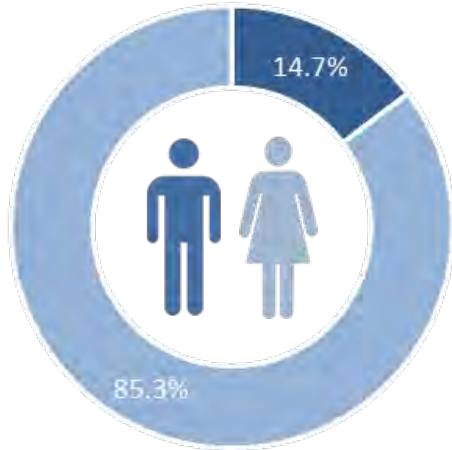


Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile



The data shows more women than men in the lower and lower middle quartiles, reflecting a higher proportion of women at the College who are in lower paid, administrative roles, and therefore one of the main contributing factors to the College's gender pay gap.

The upper middle quartile shows more women than men because the College has higher number of women in middle management roles. However, nearly 14% of the women that work part time in the College are in the upper middle quartile, therefore widening the gender pay gap rather than reducing it.

Compared to the previous year, we have seen the female population slowing moving up the quartiles, with the biggest change in the upper quartile where the proportion of women increased to 50% compared to last year at 46%, indicating that more women have successfully moved into senior jobs but more needs to be done to address this as the highest proportion of men at the College are in the upper quartile and therefore the highest paid jobs.





The Gender Bonus Pay Gap

Bonus pay is defined as any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission.

Date Range

The data we use is based on all bonuses received in the 12-month period prior to our snapshot date of 5 April 2024.

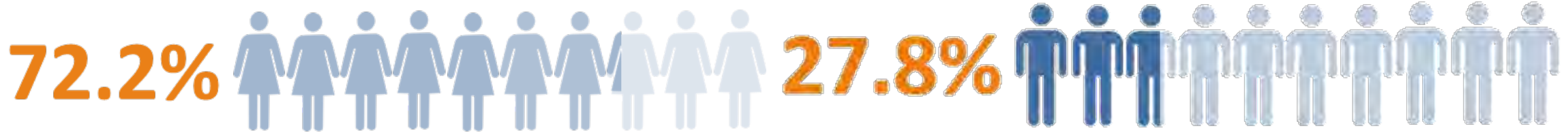
Mean

This calculation shows the difference in the mean (average) bonus pay paid to men and women.

Median

This calculation shows the difference in the median bonus pay paid to men and women.

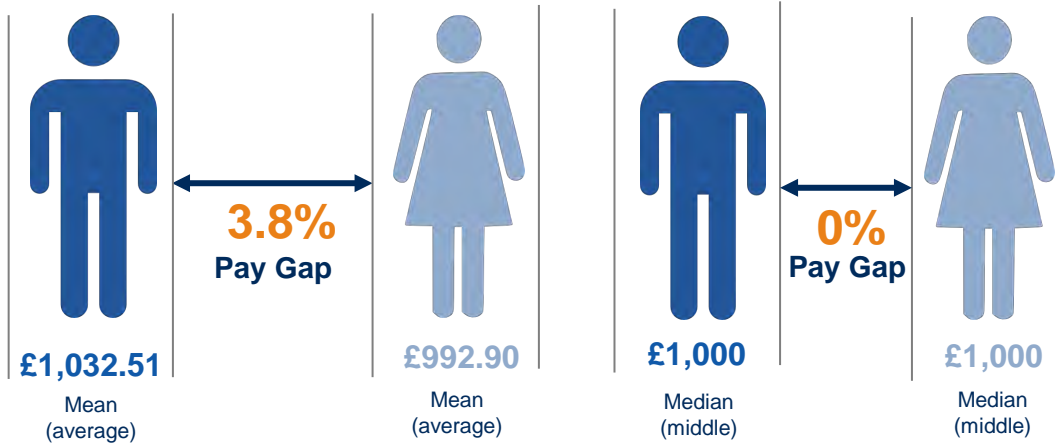
RCGP Results 2024



Bonuses include long-service awards, commission and one-off payments that employees may have been awarded during the last 12 months.

The 3.8% mean bonus pay gap for 2024 has increased from -3.3% in 2023 and is due to nearly 25% of the women, who received a bonus, working part time hours and therefore their bonuses being pro-rated. This resulted in lower bonus amounts paid to nearly a quarter of the women in the bonus pool, and thus the mean bonus amount paid to women becomes lower.

During the 12 months prior to our snapshot date of 5 April 2024, all employees regardless of gender were awarded a non-consolidated bonus, therefore there is no median bonus pay gap for the College.



Bonus pay at the College for 2024/25, consisted of non-consolidated bonuses for all employees regardless of grade, pro rated for part time employees and commission payments were paid to two employees.



Closing the Gap

The College is committed to building on the work we have done so far in order to reduce our gender pay gap, and will continue to regularly monitor, review, and develop practices that provide equality of opportunity for all. The College will ensure it uses the best talent and skills available for a diverse and inclusive workforce to the benefit its employees and its members, regardless of gender or any other protected characteristic.

We aim to publish our Gender Pay Gap report for 2024 by December 2024, so we get a head start on implementing our action plan.



We have continued to support internal moves within the College, providing more opportunity for employees to progress in their careers, with the goal of reducing the gender pay gap.



We have continued to evaluate new roles using our agreed job evaluation framework to ensure consistency and transparency in how the pay grade is decided.



We are committed to a hybrid working model. This model provides staff with the flexibility to work around family commitments and supports work-life balance.



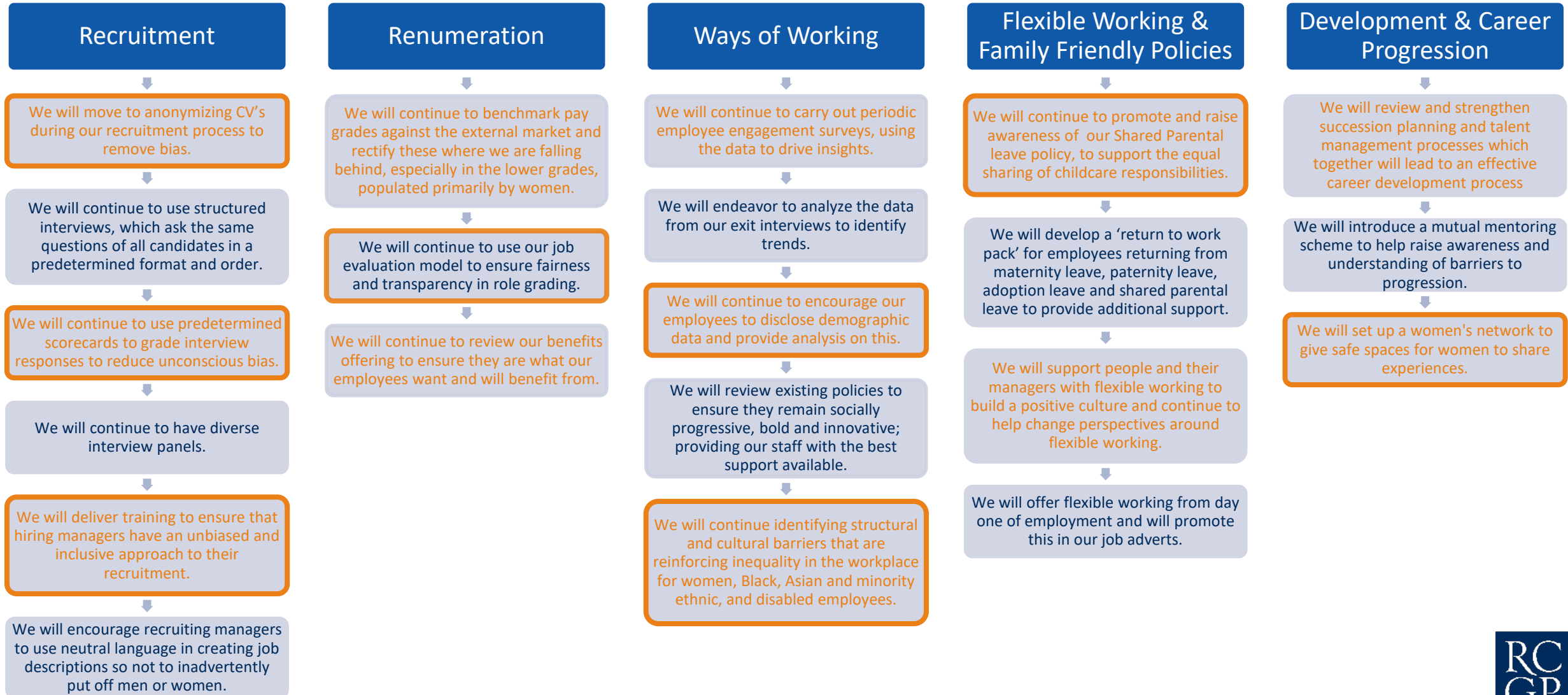
We are committed to creating a safe and inclusive environment for women at the College and continue to promote policies which advocate this such as flexible working, family friendly and menopause policies.



We will continue to use evidence-based research to understand potential reasons for pay gaps and identify actions that can help reduce these gaps. We will take guidance from research and implement actions towards reducing our pay gaps.

Action Plan for 2025

Key: Priority for 2024/25





About us

We are the professional membership body for GPs in the UK. Our purpose is to encourage, foster and maintain the highest possible standards in general medical practice. We support GPs through all stages of their career, from medical students considering general practice, through to training, qualified years and retirement.

Our mission and values

Our mission is to encourage, foster and maintain the highest possible standards of patient care in general practice, across the UK and worldwide.

We do this by working with our members: to define the skills that GPs need; to provide them with education and support to deliver quality patient care; to shape the future of general practice; and to be the voice of the profession.

Our values describe the principles that guide us as we work to achieve our mission. We strive to demonstrate:

- Compassion – for our patients, the populations we serve, our members, our colleagues and ourselves.
- Inclusivity – we value diversity as part of our communities and treat each individual with equal respect.
- Sustainability – we look to the future and care about the long-term wellbeing of our members and colleagues, our profession, our patients and the world around us.
- Accountability – we take responsibility for the results of our actions and continuously strive to be the best that we can be.
- Integrity – we are honest, open-minded, ethical, evidence-based and fair.

