## **GENDER PAY GAP INFORMATION 2023-2024**

## **Introduction**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to all employers with 250 or more staff, and as such impact on RBGE.

Gender pay reporting legislation requires employers to publish statutory calculations every year showing how large the pay gap is between their male and female employees. RBGE adheres to these requirements.

Following the legislative requirements, all staff who were deemed to be ‘full-pay relevant employees’ have been included in the calculations. Full-pay relevant employees are all members of staff employed on our snapshot reporting date who are paid their usual full basic pay, excluding employees on:

* maternity, paternity, adoption, parental, or shared parental leave
* sick leave
* special leave

Both mean and median pay gaps are calculated as the percentage difference in female pay compared to male pay. The mean is the total salary of men / women divided by the number of men / women respectively. The median is the salary of the middle-ranked woman compared to the middle-ranked man across all pay grades when the salaries are arranged in order.

The data required to be published is as follows:

1. Percentage of men and women in each hourly pay quarter.
2. Mean (average) gender pay gap using hourly pay.
3. Median gender pay gap using hourly pay.
4. Percentage of men and women receiving bonus pay.
5. Mean (average) gender pay gap using bonus pay.
6. Median gender pay gap using bonus pay.

## **Gender Pay Gap at RBGE**

The current gender pay gap results for RBGE are set out in Tables 1 to 4 at Appendix 1 and have been derived from salary information excluding overtime as of 5 April 2023. It should be noted that no bonuses are paid to any of our staff and therefore there is no data to be made available in this respect.

At the snapshot date of 5 April 2023, we employed 123 men (41%) and 179 women (59%), making approximately 45% more women than men in employment with us.

The mean hourly pay for men among our staff is £19.12 and for women it is £18.18. **The current mean gender pay gap for all staff across our published pay is therefore £ 0.94 or 4.9% in favour of men.** The median hourly pay rate for men is £16.26 and for women it is the same at £16.26. The median gender pay gap is therefore £0 or 0%.

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# Appendix 1

**Table 1**

Table of gender pay statistics showing the mean and the median gaps. Also has information on the staff divided into quartiles with the percentage of men and women in each.

**Table 2**

Table showing the average pay of men and women along with the gender pay gap. Includes a column chart of the same information,

**Table 3**

Table showing the median pay of men and women along with the gender pay gap. Includes a column chart of the same information

**Table 4**

Table showing the four pay quartiles with data on the percentages of men and women in each quartile as well as a chart depicting the information.