

GENDER PAY GAP REPORTING 2022

WEBSITE REPORT ON GENDER PAY

Royal Voluntary Service has undertaken its Gender Pay Gap analysis in line with the Government's reporting obligations. Results are published annually on the .gov.uk website and Royal Voluntary Service can publish more detail on our own website.

For this report, we collected our staff data on 5 April 2021. On that date, the charity had 751 employees; 576 females and 175 males.

Basic analysis shows that on average the charity pays its females:

4.2% LESS THAN MALES **MEDIAN GENDER PAY GAP IN HOURLY PAY**

This is the difference between the median hourly rates of pay of male and female relevant employees

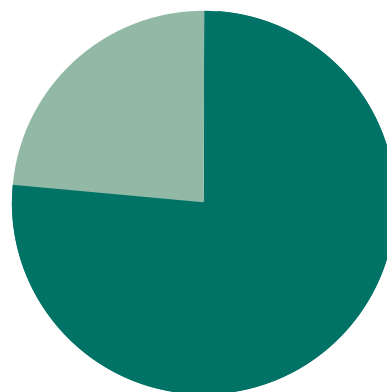
16.4% LESS THAN MALES **MEAN GENDER PAY GAP IN HOURLY PAY**

This is the difference between the mean hourly rates of pay of male and female relevant employees

WE KNOW THAT A MORE DETAILED PICTURE SITS BEHIND THESE FIGURES.

As with many other charities, Royal Voluntary Service's staff team is predominantly female. Until 2012 we were called "Women's Royal Voluntary Service".

We have three times as many females supporting our charity as males.



TOTAL RELEVANT EMPLOYEES

FEMALE

77%

MALE

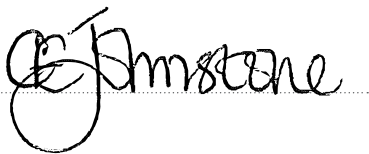
23%

More in depth analysis shows that when our whole staff team is divided equally into four groups based on their pay, the number of females outnumbers the number of males in all four groups.

QUARTILE PAY BAND	MALE NUMBER	FEMALE NUMBER	TOTAL NUMBER	MALE %	FEMALE %	MALE AVERAGE	FEMALE AVERAGE
LOWER (0-25% OF FULL-PAY RELEVANT EMPLOYEES)	43	144	187	22.87%	77.13%	£8.91	£8.91
LOWER MIDDLE (25-50% OF FULL-PAY RELEVANT EMPLOYEES)	40	148	188	21.27%	78.73%	£8.91	£8.91
UPPER MIDDLE(50-75% OF FULL-PAY RELEVANT EMPLOYEES)	25	163	188	13.3%	86.7%	£10.06	£9.70
UPPER (75-100% OF FULL-PAY RELEVANT EMPLOYEES)	67	121	188	35.6%	64.4%	£20.57	£19.33
TOTAL	175	576	751	23.62%	76.38%		

Looking at the proportion of male and female employees , we find a higher share of women than men are employed in the lowest quartile, compared to the highest quartile.

Women are much more likely than men to work part-time and part-time employees tend to have lower pay and work in different roles to full-time employees.



Catherine Johnstone CBE
 Chief Executive | Royal Voluntary Service

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.