

# RZSS GENDER PAY GAP REPORT 2021



*'To connect people with nature and safeguard threatened species.'*

Established by Thomas Gillespie in 1909, the Royal Zoological Society of Scotland has been proudly working to promote the awareness and conservation of rare and endangered animals for over 100 years. RZSS operates Edinburgh Zoo and the Highland Wildlife Park. We also support a wide variety of research and conservation projects here in the UK and around the world.

## What is gender pay reporting?

Gender pay reporting legislation, introduced in 2017, requires all employers with 250 or more employees on the snapshot date (5th April 2021) to publish statutory calculations every year, showing how large their pay gap is between their male and female employees. The gender pay gap is different to equal pay, as equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## Coronavirus on 2020-2021 reporting

Gender pay gap reporting requirements were reinstated in 2021 for the reporting year using the 5<sup>th</sup> April 2021 snapshot date. The guidance was updated with additional exclusion factors including the exclusion of those on “furloughed leave under the Coronavirus Job Retention Scheme, unless their pay was topped up to their usual full pay”.

We are pleased to announce that the Society were able to continue to support our people; ensuring their pay was topped up throughout the furlough period.

## RZSS Pay Gap:

The table below shows our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as at 5 April 2021, as well as the mean and median difference between bonuses paid to men and women at RZSS during the 12 months leading up to 5 April 2021.

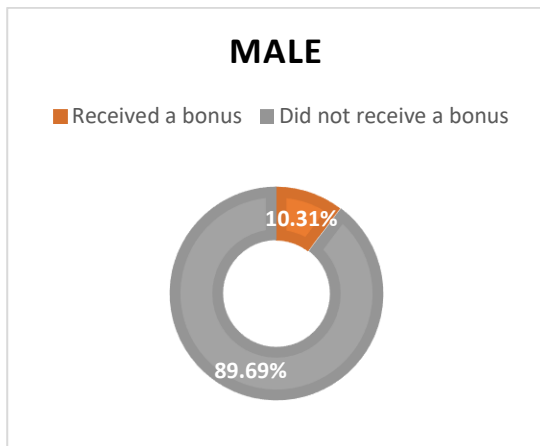
Women's Earnings are:	
Mean gender pay gap in hourly pay	12.14% lower (8.44% in 2020)
Median gender pay gap in hourly pay	0% (0% in 2020)
Difference in mean bonus payments	9.95% lower (3.21% lower in 2020)
Difference in median bonus payments	50%

Prior to the snapshot date, the society had three leadership team members (most senior roles within the Charity) leave the organisation, 2 of these roles have now been replaced and the third role was consolidated within the organisation. We believe these relatively small changes have had a significant impact and swayed the balance of the gender pay gap figures.

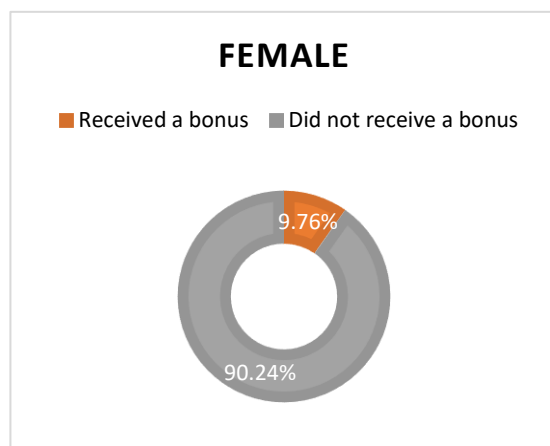


### Proportion of RZSS colleagues awarded a bonus:

In 2020 only employees who reached a long-service anniversary with RZSS were awarded a bonus. The decision was taken not to issue a performance bonus to any employee unlike previous years.



10 out of 97 males received a bonus

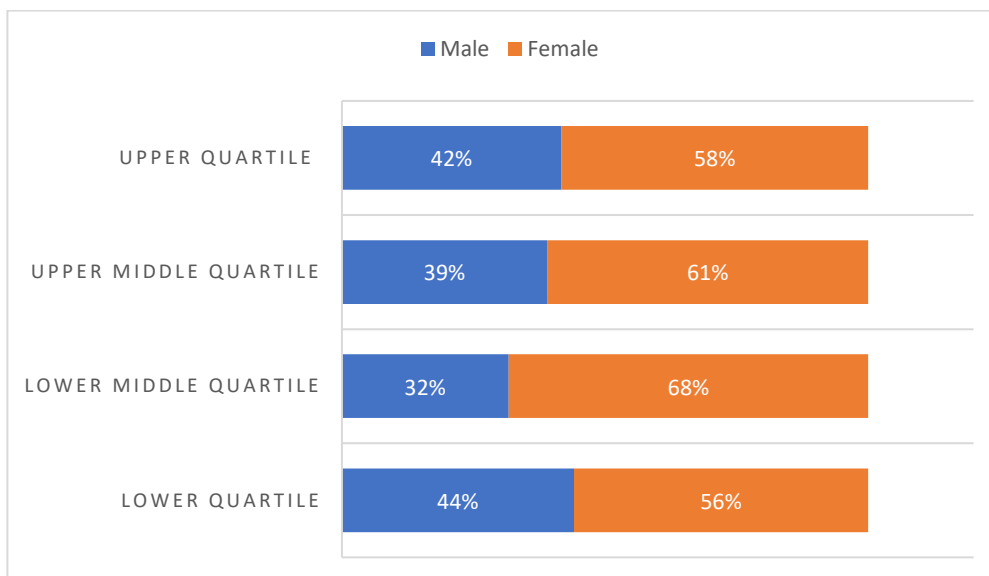


16 out of 164 females received a bonus

On average, women’s bonus payments were 9.95% lower than men’s which is a higher value in comparison to 2020 (increase by 6.74%). During 2020 the decision was taken not to pay a performance bonus payment due to the Global Pandemic and subsequent temporary closure of RZSS during 2020, we did continue to pay service awards that were due during this time. Despite there being a higher number of females receiving a bonus (16 vs 10), proportionately, the Society has a larger female population, which affects the mean calculation.

### Proportion of males/females in each pay quartile

The chart below shows the gender split when we order hourly rates of pay from the highest to the lowest and group into four equal quartiles.



We can see from the data, that there has been some change (since 2020) across all quartiles; the most significant shift can be found in the lower middle quartile whereby the percentage split increased by 7% to

68 % female (61% 2020), and again there was an 8% decrease in the lower quartile for women at 56% (64% 2020). There was very little change to our overall gender split within the Society at 60.92% female:39.08% male (61.71% female: 38.29% male in 2020).

### **What are the underlying causes of RZSS's gender pay gap?**

Based on our staff profile, we know that:

- We employ a higher number of females in roles which have a lower rate of pay – based on role type (approx. 24% more female to male); this has an overall impact on the mean calculation.
- We have a greater percentage of females working variable/part-time hours within the Society – although these numbers continue to change.
- We can see from our data that, whilst we have a higher number of females receiving a long service award than males; we have a higher number of females by which to average the calculation over – affecting the overall rate.
- There has been 2 senior roles within RZSS that have been replaced by male appointees which does have an impact in the overall calculation

### **How we will move towards reducing our Gender Pay Gap.**

We remain committed to supporting programmes/initiatives that will help us take positive steps towards closing the gender pay gap. We will:

- Improve our data collection, analysis and reporting (management information).
- Continue with the full review of our existing pay and grading structure; exploring ways to optimize the data and its use in other processes such as development frameworks.
- Implement an Equality Impact Assessment process in line with Government best practice; applying to policies, processes and projects (as they develop and require reviewing) to ensure we fully consider wider implications of their application across all groups of people.
- Proactive promotion of our existing policies of flexible working and shared parental leave.
- Focus attention on removing unconscious bias (as much as possible) from our recruitment processes including the use of gender-neutral language and anonymized shortlisting (removing identifiable traits such as gender, age).
- Review how we can ensure we have a sufficient pipeline of gender equality talent into our most senior roles to help us meet and address diversity imbalances

### **Declaration**

*I am pleased to publish our fourth gender pay gap report for period 2020 – 2021. On 5 April 2021, our mean gender pay gap was 12.14%. Although the pay gap has increased, we recognise that our scope to act is limited in some areas, for example, no direct control over individual's career choices – and that the causes of a gender pay gap can be a complex and shifting mix of factors including work, society and family. However, RZSS is committed to taking pro-active measures to reduce the gender pay gap, with longer-term strategies in place with the aim of targeting a neutral gender pay balance across the Society. We remain positive about the direction and actions being taken by the Society and continue to work with the business to learn and grow.*

**Mark Haddow, Head of HR**