

RZSS GENDER PAY GAP REPORTING 2022



Who we are

The Royal Zoological Society of Scotland is a wildlife conservation charity with a bold vision:

“a world which protects, values and loves nature.”

Edinburgh Zoo and Highland Wildlife Park are gateways to the natural world through which people can experience nature, learn about the challenges facing wildlife and discover how we harness our expertise in conservation science and animal care alongside the unique power of the RZSS family – our teams, supporters, and partners – to save animals from extinction.

What is gender pay gap reporting?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Data is collected on a particular snapshot date (5th April of every year) for publication.

Gender pay is different to equal pay, as equal pay deals with the pay differences between men and women who conduct the same jobs, similar jobs, or work of equal value.

In 2018/2019, RZSS adopted a new job evaluation process which is a systematic way to rank jobs logically and fairly by comparing job against job or against a pre-determined scale looking at key factors. Combined with the RZSS progression framework (currently in development), this underpins our approach to pay; ensuring all employees within the same pay grade are recognised and rewarded equally and fairly, regardless of gender, race, age or other protected characteristic.

Likewise, our bonus scheme pays identical bonus payments to eligible staff based on the success of RZSS each year and our long service award pays equal values (dependent on years of service) regardless of gender or job level.

RZSS Pay Gap:

Our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as of 5 April 2022, 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 2022.

Based on hourly rate, women’s earnings at RZSS were:

- **Mean 10.14% lower** than males (12.14% in 2021 - closing the gap)
- **Median 0.23% lower** than males (0% in 2021 – slight increase from previous year)

Figures based on full-pay relevant employees – total of 275 employees.

Based on hourly rate, women’s bonus earnings at RZSS were:

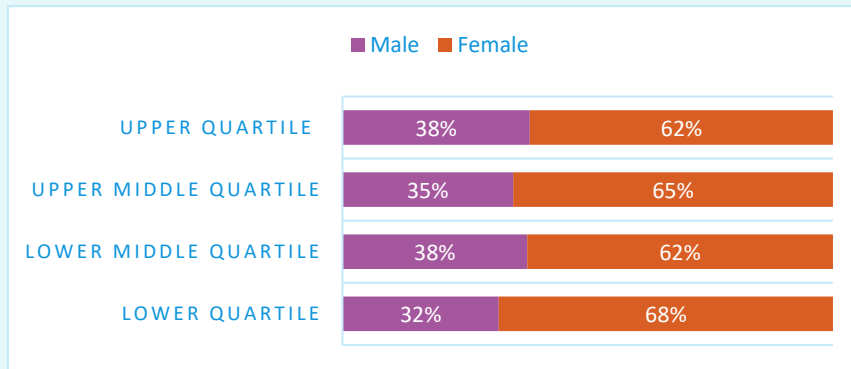


- Mean **4.43%** higher than males (9.95% in favour of men in 2021)
- Median **0.0%** lower than males (50% in 2021)

Figures based on full-pay relevant employees/relevant employees – total 297 employees.

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 significant change (since 2021) across all quartiles. The data shows an increase in female representation in the lower, upper middle and upper quartiles from the 2021 data set: with male representation increasing only in the lower middle quartile.

There are several contributing factors for these changes, including:

- Active recruitment to new positions across all levels of the organisation
- Increase female representation at senior management levels
- Pay and grading reviews
- Increased levels of seasonal staff

Gender split within RZSS = 64.3% female:35.7% male.

RZSS Bonus Pay Gap:

All employees eligible, irrespective of gender or level were awarded an annual performance award (fixed sum and equal value irrespective of contracted hours). In addition, any employee who reached a long-service anniversary with RZSS are awarded a bonus.

On average, women's bonus payments were 4.43% higher than men's which is a considerable shift from 2021. Primarily, this is the result of more women receiving long service (and higher value = longer service) than men in the qualifying period (29 female:10 male). Proportion of RZSS colleagues awarded in a bonus:

FEMALE	MALE
72.31% Received a bonus	81.37% received a bonus

What are the underlying causes of RZSS' 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 - which 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.
- The composition of our strategy and steering group can influence the gender pay gap results as this includes the highest paid positions within RZSS including CEO and directors.

How we will move towards reducing the gender pay gap

We remain committed to supporting programmes/initiatives (looking at best practice) that will help us take positive steps towards closing the gender pay gap.

We have:

- Included salary and benefit details on our recruitment campaigns offering greater transparency in our process
- Appointed a new Accessibility & Inclusion Manager who will support the implementation of plans and policies which widen participation, increase inclusion and support accessibility across learning programmes and RZSS in support of national aims, policy and RZSS strategic aims
- Undertaken a full review of our policies and procedures to ensure they are accessible to all – including language used
- Continued to work on our pay and progression framework with plans to release in 2022/2023
- Continued to develop individuals through an externally support leadership and management programme.

We will:

- Introduce a hybrid working policy to best support our employees, offering greater flexible working arrangements
- 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.
- 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 gender pay gap report for period 2021 – 2022, our mean gender pay gap was 10.14% which represents a decrease from our 2020-2021 data set. There are several contributing factors for this change (some of which are detailed in this report); however, we expect to see further change as we progress with several key projects which influence attraction, recruitment, retention and pay over the coming years.

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. We remain positive about the direction and actions taken by the Society and continue to work with the business to learn and grow.

Mark Haddow, Head of HR

