

RZSS GENDER PAY GAP 2022 - 2023



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. Also, we will launch our new RZSS pay progression framework (expected Q4 2023), which 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.

RZSS Pay Gap:

Our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as of 5 April 2023, 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 2023.

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

- **Mean 8.66%** lower than males (10.14% in 2022 - closing the gap)
- **Median 0.00%** lower than males (0.23% in 2022 – closing the gap)

Figures based on full-pay relevant employees – total of 295 employees.

This means that the overall mean and median hourly difference in pay between men and women is £1.19 and £0.00 respectively.

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

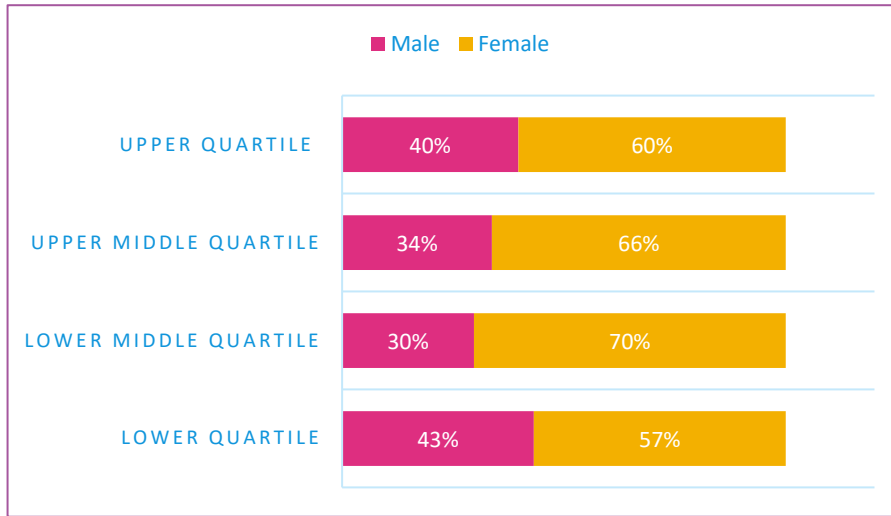
- **Mean 0.34%** lower than males (4.43% in favour of women in 2022)
- **Median 0.0%** lower than males (50% in 2021)

Figures based on full-pay relevant employees/relevant employees – total 321 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 change across all quartiles. The data shows an increase in female representation in lower middle and upper middle quartiles from the 2022 data set: with male representation increasing in the lower quartile and upper quartiles.

Gender split within RZSS = 63.39% female: 36.61% male (full-pay relevant employees)

RZSS Bonus Pay Gap:

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.

In 2022, we made an additional 'cost-of-living' support payment to eligible staff members regardless of gender or job level.

Proportion of RZSS colleagues awarded in a bonus:

Women	Men
68.10% received a bonus	77.48% received a bonus

Contributing factors to this differential include:

- Higher proportion of women receiving the bonus payment only (excluded from long service and cost of living payment), which impacts the mean calculation.
- Higher proportion of women joining RZSS (relevant staff) post award/qualifying dates.

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 RZSS – 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 and Inclusion Manager who will support the implementation of plans and policies which widen participation, increase inclusion and support accessibility across learning programmes and RZSS
- Introduced a hybrid working policy to best support our employees, offering greater flexible working arrangements
- 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 pay progression framework with plans to release in Q4 2023
- Continued to align with the real living wage rates for our people at the lower end of our pay scales as a minimum rate of pay (currently £10.90 per hour); helping to ensure base-line pay meets the cost of living.

We will:

- Continue to review equality, diversity and inclusion reporting to analyze for key data which will help inform areas of focus
- 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 2022 – 2023, our mean gender pay gap was 8.66% which represents a decrease from our 2021 - 2022 data set (10.14%). 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 remain positive about the direction and actions taken by RZSS and continue to work with our people to learn and grow.

Mark Hadow, Director of People and Culture

