

# RZSS GENDER PAY GAP REPORT 2017



## What is gender pay reporting?

Under new legislation that came into effect in April 2017, UK employers with more than 250 employees are required to report and publish their gender pay gap. This shows how large the gap is between the average and median pay of their male and female employees. This report confirms that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## How is this different from Equal Pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are male or female.

## An overview of the Royal Zoological Society of Scotland:

Our mission 'Connecting people with nature. Safeguarding species from extinction.'

Established in 1909, by an Edinburgh lawyer Thomas Gillespie, the Royal Zoological Society of Scotland has been 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.

## RZSS Pay Gap:

The table below shows our overall mean and median gender pay gap based on hourly rates as at 5 April 2017.

	Women's Earnings are:
Mean gender pay gap in hourly pay	12.75% lower
Median gender pay gap in hourly pay	3.1% lower
Difference in mean bonus payments	11.62% higher
Difference in median bonus payments	0%

Whilst the gender pay gap compares favourably with the UK pay gap of 17.4%, we are committed to having an inclusive workforce where progress is entirely on merit and doing everything we can to reduce the gap. The above also captures the mean and median difference between bonuses paid to men and women at RZSS during the 12 months leading up to 5 April 2017.

## Declaration

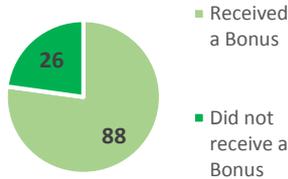
*I am pleased to publish our first gender pay gap report. On 5 April 2017, our mean gender pay gap was 12.75%. This is lower than the UK's average which is positive. We are confident that our gender pay gap does **not** stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Our staff are as diverse as the animals we care for and we are passionate about embedding equality, inclusion and diversity as fundamental principles throughout RZSS. We are working hard to address this imbalance and expect to make further progress in future years through inclusive and diverse recruitment, continuing to offer flexible working and fostering an inclusive culture.*

**Barbara Smith, Chief Executive**

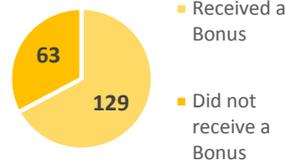


### Proportion of colleagues awarded a bonus:

All eligible<sup>1</sup> colleagues, irrespective of level were awarded an annual performance award. In addition, any colleagues reaching a long-service anniversary with RZSS were awarded a bonus.



**77% of men received a bonus**



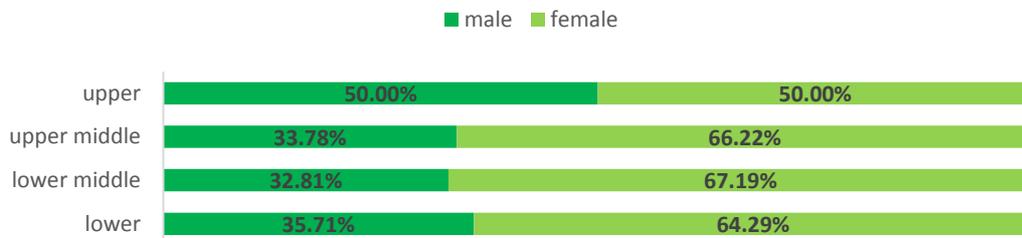
**67% of women were paid a bonus**

The reason for this difference is down to employee start dates with RZSS. Many of the staff employed as at 5 April 2017 didn't start with RZSS until after the eligible bonus cut-off date, i.e. 1 June 2016. This means anyone who joined RZSS after 2 June 2016 was not eligible to receive a bonus. This was equivalent to 86 employees, whereby 58 were female and 28 were male, hence the difference in percentages.

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

To understand what drives our pay gap and what can be done about it, it is important to analyse by pay quartiles. The table below shows the gender split when we order hourly rates of pay from the highest to the lowest and group into four equal quartiles.

In three pay quartiles (lower, lower middle and upper middle), the balance of workforce is around 65% female to 35% male, which is consistent with our overall Society gender ratio, and the ratio for the upper quartile is 50:50 split between males and females.



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

We will:

- Introduce better data collection, analysis and reporting (management information).
- Continue to encourage our recruitment managers to shortlist a balanced and diverse set of candidates.
- Undertake a review of our existing pay and grading structure.
- More proactively promote our existing policies of flexible working and shared parental leave.
- 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.

<sup>1</sup> If employed on or before 1 June 2016 and remain in employment on 1 December 2016