

RZSS GENDER PAY GAP REPORT 2018



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 2018) 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.

An overview of the Royal Zoological Society of Scotland:

Our mission '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.

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 2018, 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 2018.

	Women's Earnings are:
Mean gender pay gap in hourly pay	6.96% lower (12.75% in 2017)
Median gender pay gap in hourly pay	1.69% lower (3.1% in 2017)
Difference in mean bonus payments	7.24% higher (11.62% higher in 2017)
Difference in median bonus payments	0%

Whilst the gender pay gap within RZSS compares favourably with the UK pay gap of 17.9% and is a reduction to our 12.75% figure for 2017, we are committed to doing everything we can to reduce the gap even further. At the same time, 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, by monitoring the pay gap between men and women we can better understand the gap and so target action to reduce it.

Declaration

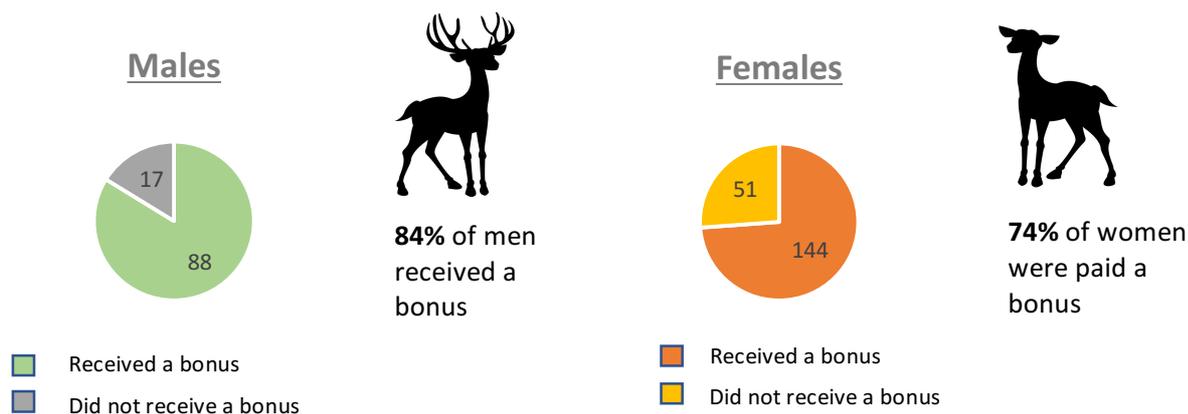
I am pleased to publish our second gender pay gap report which shows significant improvements upon the report shared last year. On 5 April 2018, our mean gender pay gap was 6.96%. This is considerably lower than the UK's average which is very positive. We remain confident that our gender pay gap is not as a result of paying men and women differently for the same or equivalent work, but more due to the specific roles held by men and women within the organisation and the salaries that these positions attract. Although there is a considerable improvement, we are committed to addressing this imbalance and expect to make further progress in years to come.

Lindsay Macpherson, Director of HR



Proportion of RZSS colleagues awarded a bonus:

All employees eligible¹, irrespective of gender or level were awarded an annual performance award. In addition, any employee who reached a long-service anniversary with RZSS are awarded a bonus.

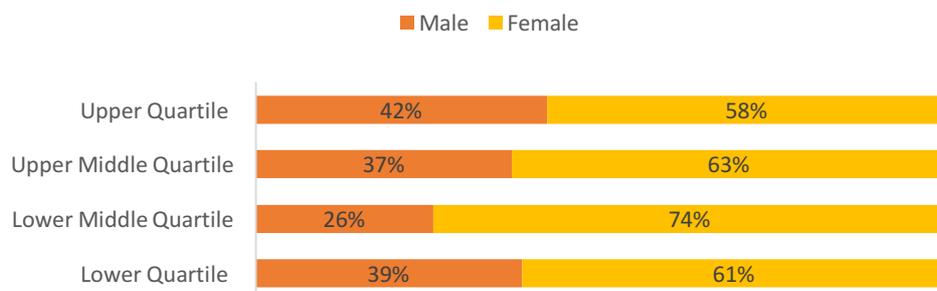


Employee start dates with RZSS is one of the reasons for this difference. Some employees employed as at 5 April 2018 did not commence employment with RZSS until after the eligible bonus cut-off date, i.e. 1 June 2017. This means anyone who joined RZSS after 2 June 2017, or those still in a probationary period, were not eligible to receive a bonus. This was equivalent to 66 employees, whereby 47 were female and 19 were male, hence the difference in percentages.

Proportion of males/females in each pay quartile band

In order to understand the pay gap within RZSS and how best to address it, it is essential to carry out an analysis by pay quartiles. 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.

With regards to females, more were within the upper quartiles than in 2017. However, this is as expected with a female dominated workforce. In comparison to last year, which was a 50:50 split of males and females within the upper quartile, this shows the real improvements that have been achieved since 2017.



How we will move towards reducing our Gender Pay Gap.

We will:

- Develop unconscious bias training for all managers involved in recruitment and encourage recruiting managers to shortlist a balanced and diverse set of candidates.
- Improve our data collection, analysis, reporting and overall management information.
- Continue with the full review of our existing pay and grading structure.
- Proactively promote our existing policies of flexible working and shared parental leave.
- Consider how we can encourage further gender equality in our senior roles.

¹ If employed on or before 1 June 2017 and remain in employment on 1 December 2017