

RZSS GENDER PAY GAP REPORT 2019



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

Coronavirus on 2018-2019 reporting

In March 2020, the Government Equalities Office (GEO) and the Equality and Human Rights Commission issued a joint press release stating that employers would not be obliged to report their gender pay gap data for the 2018/19 reporting year. However, to ensure consistency and transparency, the Society has prepared a brief overview of our data for the reporting period.

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 2019) 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.

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 2019, 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 2019.

Women's Earnings are:	
Mean gender pay gap in hourly pay	1.28% lower (6.96% in 2018)
Median gender pay gap in hourly pay	0% (1.69% in 2018)
Difference in mean bonus payments	14.16% lower (7.24% higher in 2018)
Difference in median bonus payments	0%

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.

	Male	Female
Received a bonus	86	146
Did not receive a bonus	24	41

We report a 0% gender pay gap in bonus pay by median.

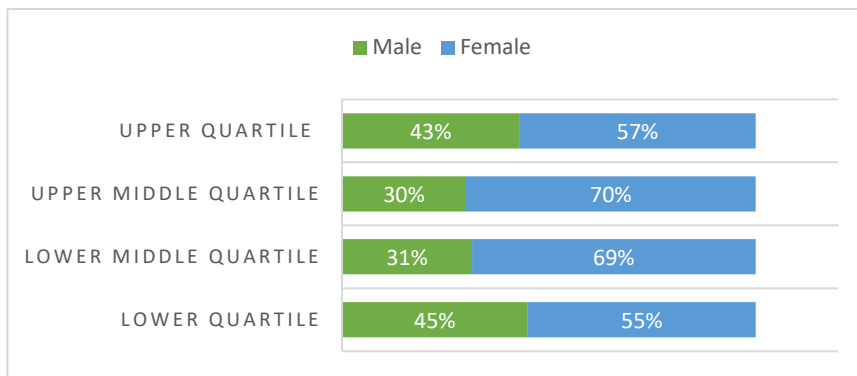
¹ If employed on or before 1 June 2018 and remain in employment on 1 December 2018



On average, women’s bonus payments were 14.16% lower than men’s which represents a decrease since 2018. Whilst there are a number of contributing factors to the bonus payment – start date, working pattern, extended periods of leave - one of the main reasons for the difference is that we had a higher proportion of males receiving a long service award of a higher value as a result of having longer service (something which changes on a year-by-year basis).

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 an increase (since 2018) in the number of females in the upper middle quartile. In addition, we are seeing an increase in males in the lower quartiles– both shifts supporting a decrease in the overall gender pay gap.

Declaration

I am pleased to publish our third gender pay gap report which shows significant improvements upon the report shared in 2018. On 5 April 2019, our mean gender pay gap was 1.28%. RZSS are proud of our results for 2018/2019; showing that the work undertaken to date has positively impacted on the overall gender pay gap. We recognise that there has been a shift in our bonus pay gap and look to how we can best address this going forward. 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