

RZSS GENDER PAY GAP REPORT 2020



'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.

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 2020) 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.

Coronavirus on 2019-2020 reporting

Gender pay gap reporting requirements were reinstated in 2021 for the reporting year using the 5th April 2020 snapshot date. The guidance was updated with additional exclusion factors including the exclusion of those on “furloughed leave under the Coronavirus Job Retention Scheme, unless their pay was topped up to their usual full pay”.

We are pleased to announce that the Society were able to continue to support our people; ensuring their pay was topped up during April 2020.

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 2020, 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 2020.

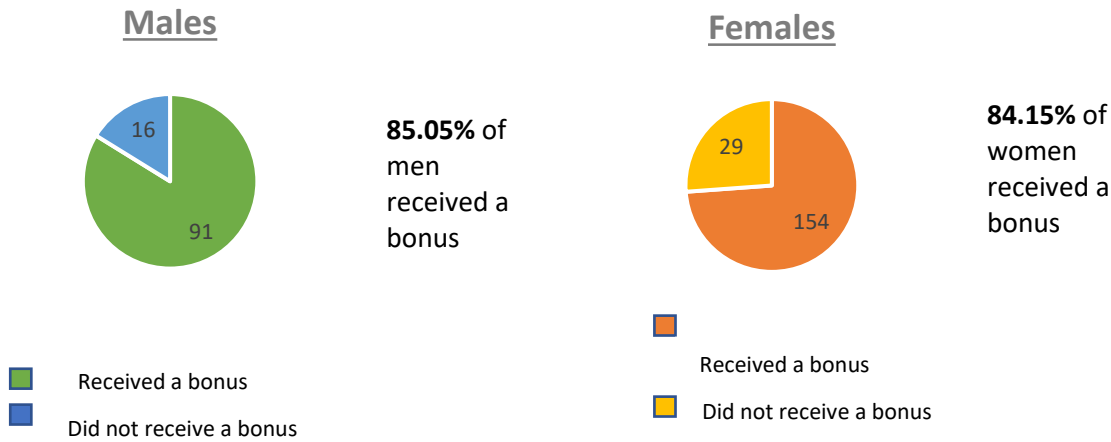
Women's Earnings are:	
Mean gender pay gap in hourly pay	8.44% lower (1.28% in 2019)
Median gender pay gap in hourly pay	0% (0% in 2019)
Difference in mean bonus payments	3.21% lower (14.16% higher in 2019)
Difference in median bonus payments	0%

Prior to the snapshot date, the society had three leadership team members (most senior roles within the Charity) leave the organisation. For us, individual changes in a small leadership team can sway the balance of the gender pay gap figures.



Proportion of RZSS colleagues awarded a bonus:

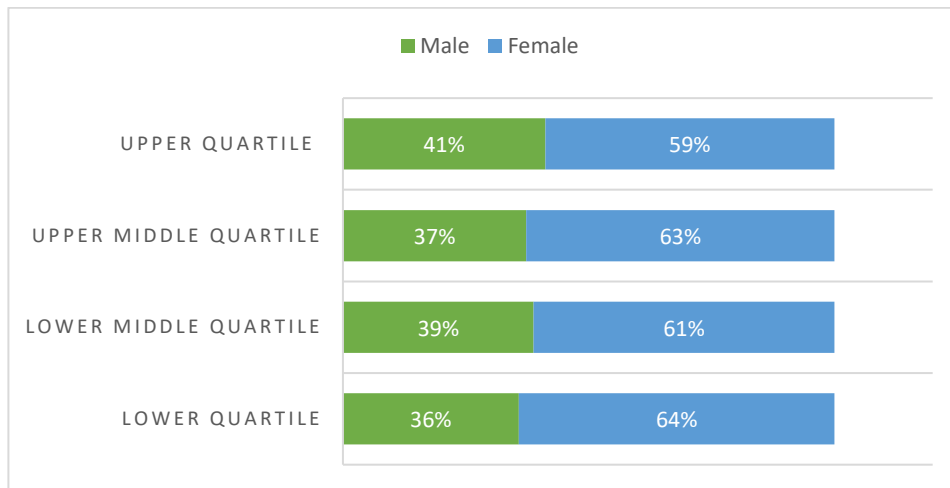
All employees eligible¹, irrespective of gender or level were awarded an annual performance award. In addition, any employee who reached a long-service anniversary with RZSS are awarded a bonus.



On average, women’s bonus payments were 3.21% lower than men’s which marks a positive shift since 2019 (14.16% lower in 2019). Whilst there are a number of contributing factors to the bonus payment – start date, working pattern, extended periods of leave – one of the reasons for the gap reduction is that we had a higher proportion of females receiving a higher long service award amount resulting from 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 a shift (since 2019) across all quartiles; whereby the percentage split is now more closely aligned to our overall gender split within the Society (61.71% female: 38.29% male).

¹ If employed on or before 1 June 2019 and remain in employment on 1 December 2019

What are the underlying causes of RZSS's 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 (approx. 25% more female to male); this 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.
- We can see from our data that, whilst we have a higher number of females receiving a long service award (of greater value) than males; we have a higher number of females by which to average the calculation over – affecting the overall rate.

How we will move towards reducing our Gender Pay Gap.

We remain committed to supporting programmes/initiatives that will help us take positive steps towards closing the gender pay gap. We will:

- Improving our data collection, analysis and reporting (management information).
- Continuing with the full review of our existing pay and grading structure; exploring ways to optimize the data and its use in other processes such as development frameworks.
- 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.
- Proactive promotion of our existing policies of flexible working and shared parental leave.
- Focus attention on removing unconscious bias (as much as possible) from our recruitment processes including the use of gender-neutral language and anonymized shortlisting (removing identifiable traits such as gender, age).
- 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 third gender pay gap report which shows significant improvements upon the report shared last year. On 5 April 2020, our mean gender pay gap was 8.44%. Although the pay gap has increased, 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, RZSS is committed to taking pro-active measures to reduce the gender pay gap, with longer-term strategies in place with the aim of targeting a neutral gender pay balance across the Society. 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