

RZSS GENDER PAY GAP 2024 – 2025



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.

RZSS Pay Gap:

Our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as of 5 April 2024, 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 2025.

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

- **Mean 6.73%** lower than males (6.43% in 2024 – small increase)
- **Median -2.44%** lower than males (0.00% in 2024 – decrease)

Figures based on full-pay relevant employees – total of 309 employees.

This means that the overall mean and median hourly difference in pay between men and women is £1.04 (increasing from £0.96 in 2024) and £0.33 respectively.

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

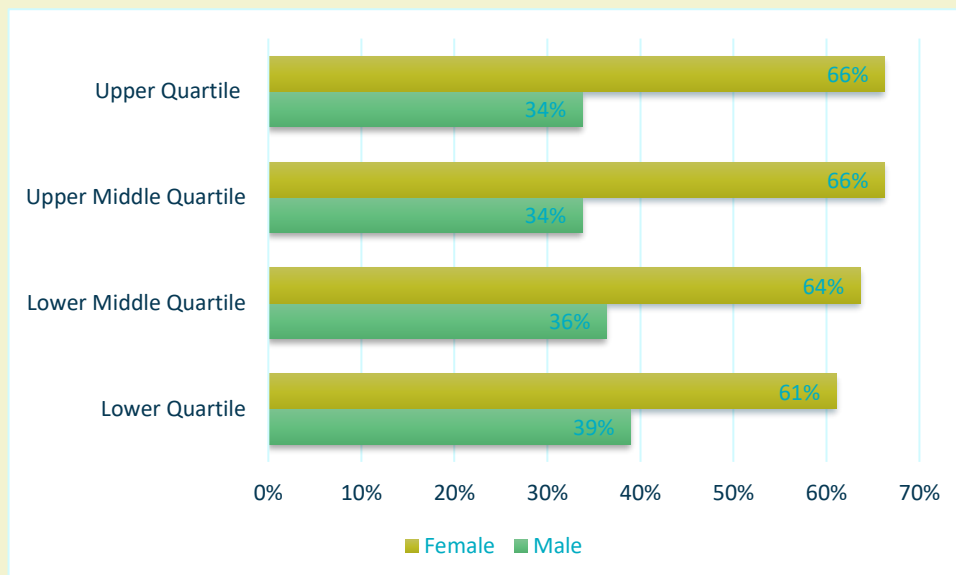
- **Mean 4.35%** lower than males (reduction from 16.12% in 2024)
- **Median 27.9%** lower than males (0.00% in 2024)

Figures based on full-pay relevant employees/relevant employees – total 333 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 (with exception to the lower middle quarter where % female representation has decreased). The data shows an increase in female representation in lower and upper quartiles from the 202 data set: with male representation increasing in the lower middle quartile only.

Gender split within RZSS = 64.29% female: 35.71% 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.

Proportion of RZSS colleagues awarded in a bonus:

Women	Men
9.17% received a bonus	11.30% received a bonus

Contributing factor(s) to this differential include:

- No annual bonus awarded in 2024
- Values composed of supplements, payments and service awards

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
- Reducing number of seasonal/variable hour contracts and offering flexible core contracts
- Reviewed our policies and procedures to best support our employees, offering greater flexible working arrangements and enhancing offerings such as increased levels of paid special leave
- Implemented training and awareness programmes to educate management and staff about menopause and its impact on women's careers.

We will:

- Continue to review our parental leave policies to help balance caregiving responsibilities and support parents in their careers.
- Continue to review equality, diversity and inclusion reporting to analyse key data which will help inform areas of focus
- 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

RZSS is committed to creating a fair, inclusive, and equitable workplace where all colleagues can thrive. Reporting our gender pay gap is an important part of this commitment, as it helps us understand where disparities exist and where further progress is needed.

We remain positive about the direction and actions taken by RZSS and continue to work with our people to learn and grow.

Mark Haddow, Director of People and Culture

RZSS Gender Pay Gap 2023 – 2024

Our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as of 5 April 2024, 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 2024.

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

Mean 6.43% lower than males (8.66% in 2023 - closing the gap)

Median 0.00% lower than males (0.00% in 2024 – unchanged)

Figures based on full-pay relevant employees – total of 309 employees.

This means that the overall mean and median hourly difference in pay between men and women is £0.96 (reducing from £1.19 in 2023) and £0.00 respectively.

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

Mean 16.13% lower than males (0.34% in 2023)

Median 0.0% lower than males (0.00% in 2023)

Figures based on full-pay relevant employees/relevant employees – total 332 employees.

RZSS Gender Pay Gap 2022 – 2023

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 2022)

Figures based on full-pay relevant employees/relevant employees - total 321 employees.



RZSS Gender Pay Gap 2021 – 2022

Our overall mean (average) and median (mid-point) gender pay gap based on hourly rates as of 5 April 2022, 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 2022.

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

- Mean 10.14% lower than males (12.14% in 2021- closing the gap)
- Median 0.23% lower than males (0% in 2021- slight increase from previous year)

Figures based on full-pay relevant employees - total of 275 employees.

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

- Mean 4.43% higher than males (9.95% in favour of men in 2021)
- Median 0.0% lower than males (50% in 2021)

Figures based on full-pay relevant employees/relevant employees - total 297 employees.

