

# Gender pay gap report 2019



# Introduction & Reporting Requirements

In 2017, the Government introduced gender pay reporting legislation which requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

ZSL continues to be committed to driving a diverse workforce and promoting gender equality. We do this through promoting a culture of inclusion and diversity through our policies, procedures and working practices.

The results of our third gender pay gap report show that the overall gender pay gap has reduced to 0% compared to 0.1% in 2018.

This is an exceptional result that reflects our commitment to promoting inclusive behaviours including the recruitment and promotion of women in senior roles.

In our first gender pay report, published in March 2018, we set out specific initiatives we were taking to help close the gap. The 2019 action plan has clearly started to address barriers women may face in the workforce.

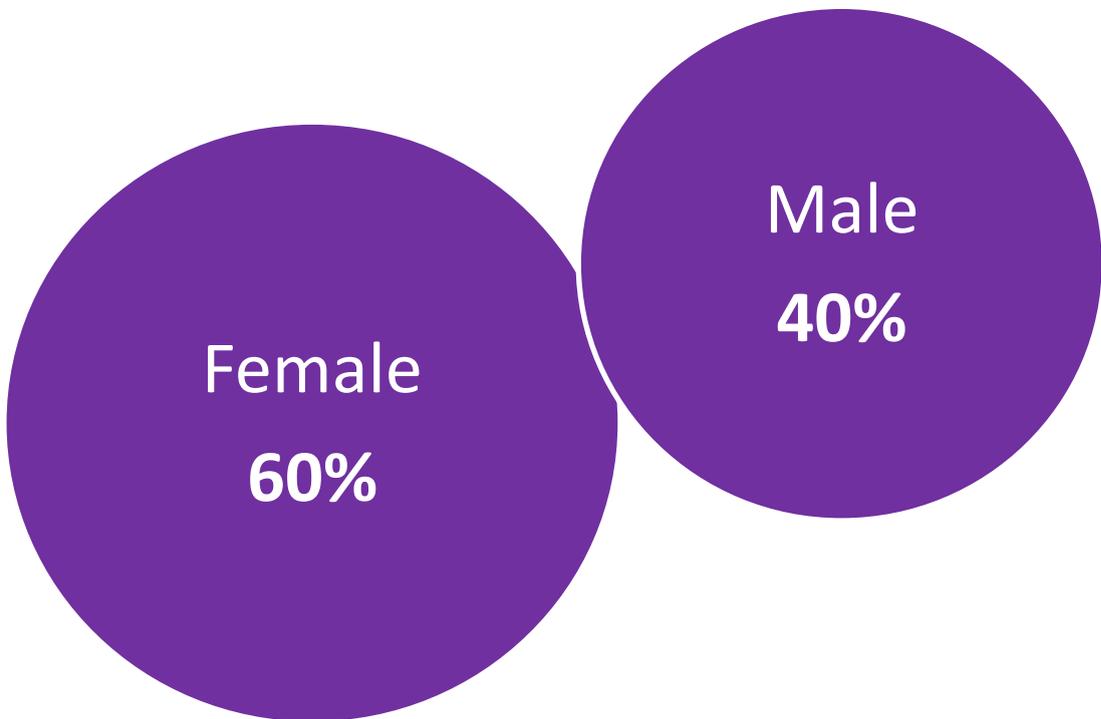
All UK-based staff employed by ZSL at the snapshot date, April 2019 are included in the calculations.

Gender pay gap is different to equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.





## ZSL Demographics



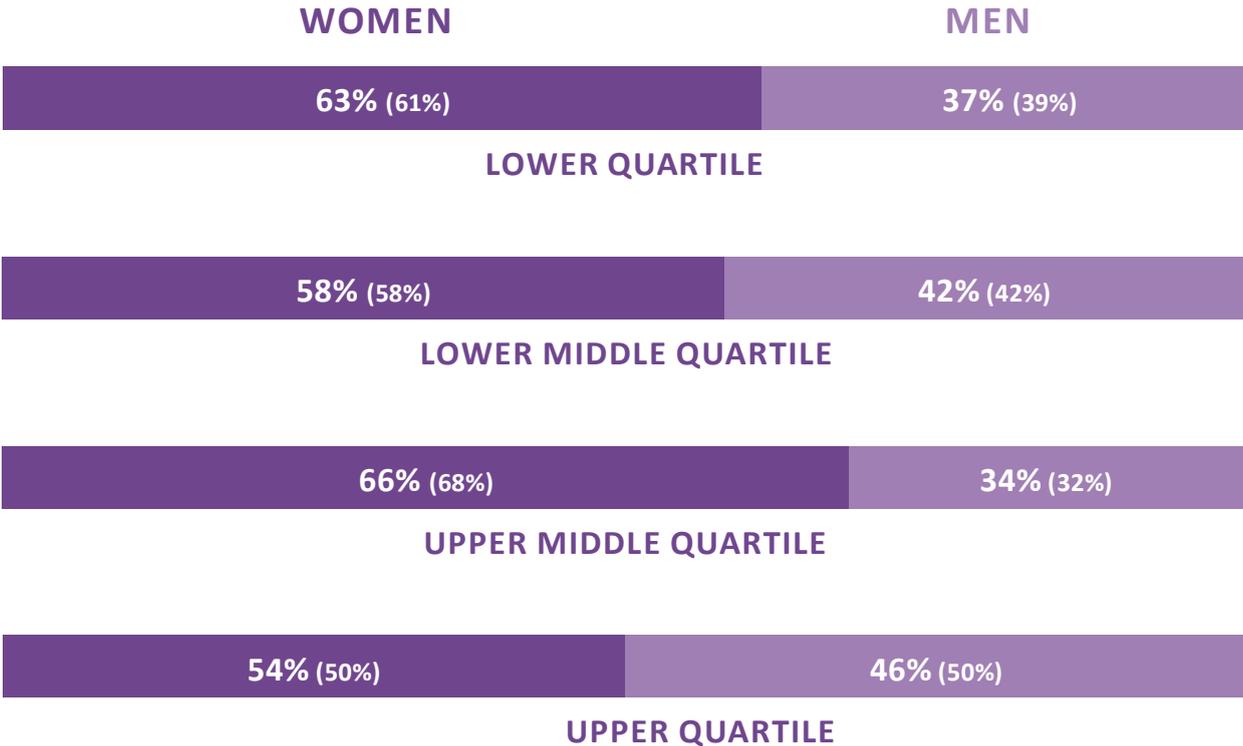
# Salary Gender Pay Gap at ZSL

This table shows the overall median and mean gender pay and bonus gap based on hourly rates of pay as of the 5 April 2019, and bonuses paid in the year to 5 April 2019.

ZSL's 2019 median gender pay gap is 0%, this is real achievement for the ZSL. This also compares very favourably to the UK median pay gap of 17.3% (source: Office for National Statistics).  
 The difference in the median bonuses received by men and women is 40%. On average, men received bonuses that were 40% larger than the bonuses received by women. There were just 3 bonus payments made, 2 to women and 1 to a man.

	MEDIAN	MEAN
GENDER PAY GAP	0.0%	7.5%
GENDER BONUS GAP	40%	40%

Proportions of men and women in each pay quartile (based on hourly rates at 5 April 2019), 2018 figures are in brackets.



These figures tell us that our gender pay gap has reduced because there is an increased proportion of women in the upper pay quartile compared to 2018: in 2019, women made up 60 per cent of the total workforce and made up 54 per cent of the highest paid quartile compared to 50% in 2018.

There is still work to be done to ensure that senior level representation of women in the upper pay quartile is consistent with the overall demographics of the workforce which is 60%.



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# How we will build on our 2019 achievement of a 0% gender pay gap

The results of our third gender pay gap report show that the overall gender pay gap is 0%

We recognise that in order to maintain this as a long-term change we need to continue to be committed to promoting inclusive behaviours such as the recruitment and promotion of women in senior roles.

The actions from our first gender pay report are still in place and we will continue to work on these as well as some new initiatives to make ZSL a great place to work for everyone.



# gender pay gap actions

The evidence – existing initiatives	The evidence – new initiatives
<p>We have been continuing to work towards making shortlisting and interview panels gender balanced as in our Institute of Zoology Department. The majority of our panels are now gender balanced.</p> <p>All recruiting managers receive unconscious bias guidance either through training or written information: we strive to implement gender neutral practices in our recruitment process including ensuring job adverts have gender neutral language and using a variety of marketing sources.</p>	<p>We monitored the number of applications compared to interviews and offers to check for any bias. The data showed that 65% of our applicants were female and 66% of appointments were female.</p> <p>The data is clear evidence that ZSL has a culture that encourages applications from women and interview panels that show no bias towards appointing men.</p>
<p>Leadership development over 2018/2019 saw the conclusion of our second leadership development Group (LDG) and the set-up of a strategy leadership group (SLG) where development was an integrated part of how the groups operated. Both groups were more than 50% female.</p> <p>60% of people promoted between April 2018 and March 2019 were female.</p>	<p>We helped women progress in their careers through ensuring they had the skills and confidence to do so. Zoo managers actively encouraging participation from their high performing female team members which saw the numbers of female team leaders increase by over 60%</p>
<p>We offer generous, enhanced maternity leave provision with active steps to encourage and facilitate women returning to work; we have implemented a new carers and emergency leave policy to help support staff with caring responsibilities.</p> <p>This is reflected in our return to work rate which is 85% of women taking maternity leave between April 2018 and March 2019 returning.</p>	
	<p>We monitor diversity and inclusion by age, ethnicity and gender to identify trends in our workforce. An HR Annual Data report will be published that will look at new recruits, promotions, and progressions and leavers, by grade, location and Directorate. This will help us to continue to identify barriers and take appropriate actions.</p>

# Communicating ZSL's Gender Pay Gap

Legislation requires us to publish the report on both the government's gender pay reporting website as well as our website, so it is accessible to both employees and the public.

