

Gender pay gap report 2020



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 fourth gender pay gap report show that the overall gender pay gap is -0.2% compared to 0% in 2019.

This is an exceptional result that reflects our ongoing 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 action plan has had a real impact on addressing the barriers women may face in the workforce.

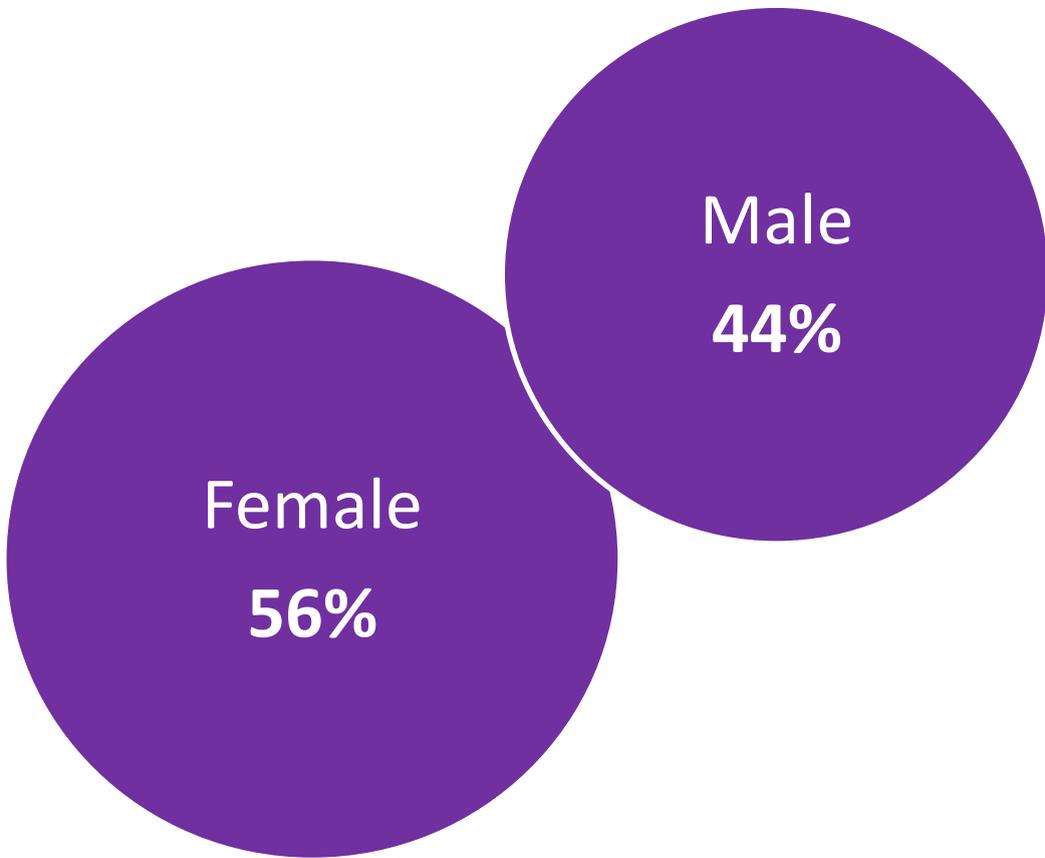
All UK-based staff employed by ZSL at the snapshot date, April 2020 are included in the calculations.

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



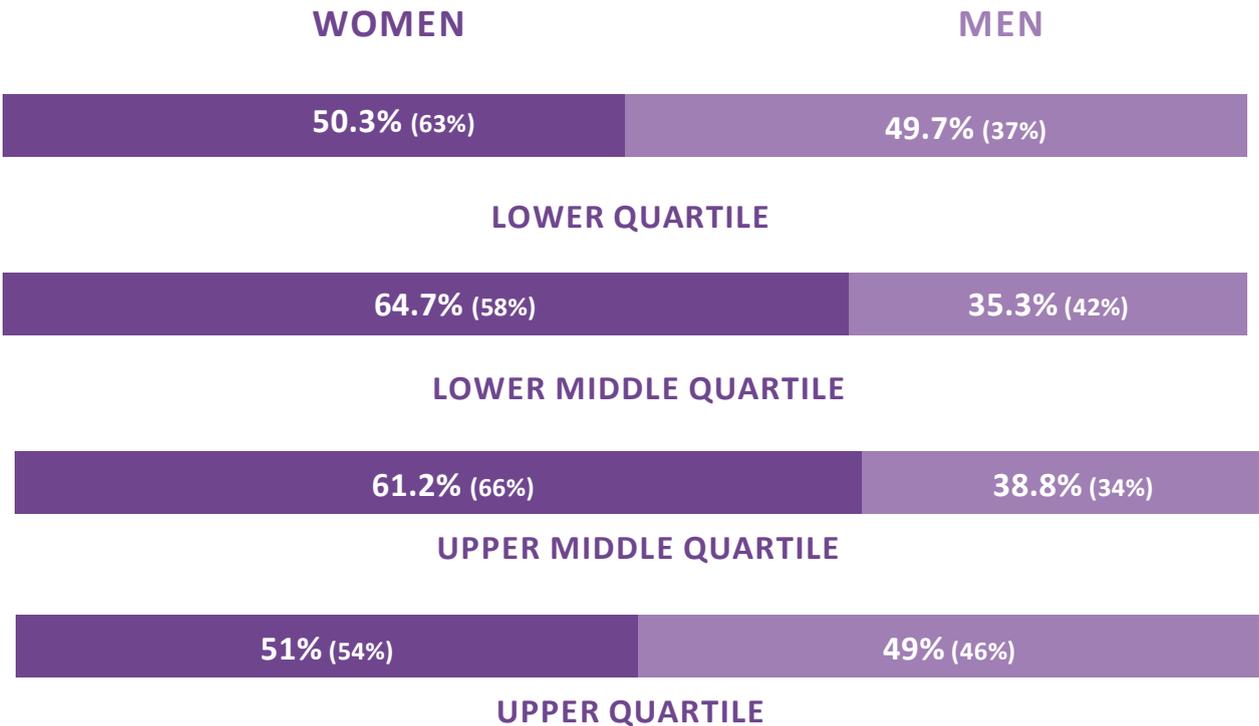
Salary Gender Pay Gap at ZSL

This table shows the overall median and mean gender pay and bonus gap based on hourly rates of pay as of the 5 April 2020, and bonuses paid in the year to 5 April 2020.

ZSL's 2020 median gender pay gap is -0.2%, this is a real achievement for the ZSL. This also compares very favourably to the UK median pay gap of 15.5% (source: Office for National Statistics).
No bonuses were paid in 2020.

	MEDIAN	MEAN
GENDER PAY GAP	-0.2%	6.8%
GENDER BONUS GAP	NA	NA

Proportions of men and women in each pay quartile (based on hourly rates at 5 April 2020), 2019 figures are in brackets.



These figures tell us that there are less women in the lower quartile, with a positive increase of women in the lower / upper middle quartiles.

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 56%.



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How we maintain our 2020 achievement of a - 0.20% gender pay gap

The results of our fourth gender pay gap report show that the overall gender pay gap is – 0.20%

We recognise that 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. This activity is reflected in our 'Diversity and Inclusion Action Plans' which have five key themes and are being led by individual members of ExCo. (Our Senior Leadership team).

The ZSL Diversity and Inclusion Action Plans

The five key themes:

1. Leadership – Embed inclusive leadership across ZSL
2. Diversity in the Workforce - To create diversity within ZSL's workforce to increase innovation and problems solving with a range of diverse perspectives
3. Raising awareness/Education - To increase awareness on the issues and benefits of diversity, inclusion and belonging across ZSL
4. Accessibility - To ensure that programmes and initiatives across ZSL are accessible to all
5. Inclusion & Belonging - To create an inclusive culture across the organisation and foster belonging -acknowledging, welcoming, and celebrating who we all are



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.

