

# RSPB 2020 gender pay gap report

## What is the gender pay gap?

The gender pay gap relates to the differences in average earnings of men and women organisation-wide. It is different from, but often confused with, equal pay.

The RSPB is committed to becoming a more inclusive employer. We aim to improve gender balance in our highest-level roles, identifying steps that can help redress the gap between genders.

## RSPB gender pay gap figures 2020 (as at 5 April 2020)

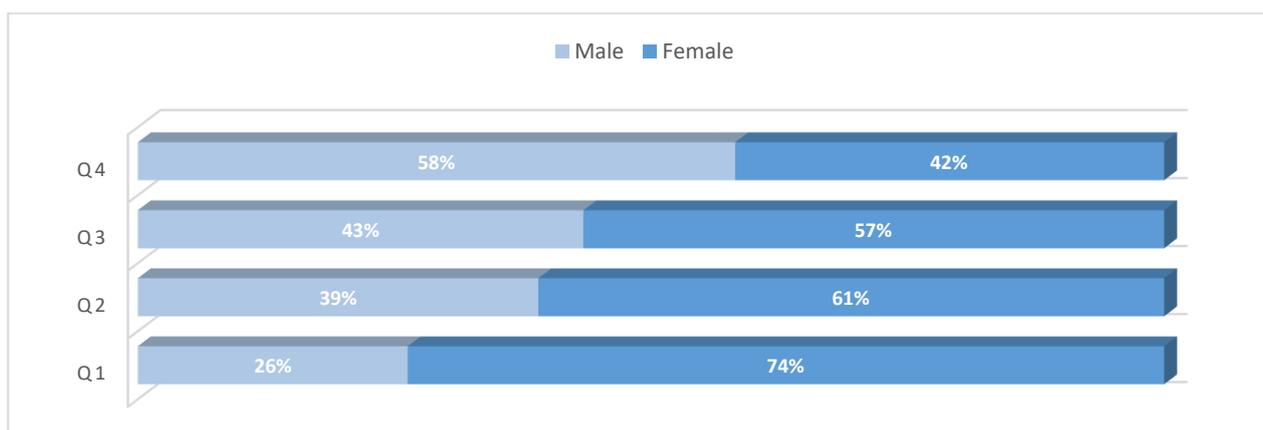
**RSPB mean gender pay gap: 13.28%**

**RSPB median gender pay gap: 17.19%**

In the year to 5 April 2020, 8.1% of female staff received a bonus, compared to 5.81% male employees. The median gender bonus gap was zero, indicating no gap whereas the mean gap was 3.82%. These figures indicate more women than men received a bonus payment during the relevant period, and the value of individual bonus payments was broadly similar, albeit slightly skewed by a few payments to male employees.

### Percentage of men and women per earnings quartile.

Quartile 1 (Q1) contains the lowest earning roles, Quartile 4 (Q4) the highest.



Our overall paid workforce is 58% female and 42% male. Our lowest pay band continues to contain predominantly female employees, but it is encouraging that our highest pay band has seen an increase of nearly 2% in women since last year's pay figures.

## Why is there a gender pay gap?

Historically, the lower paid roles in most organisations were disproportionately occupied by female employees, whereas the higher paid roles were disproportionately occupied by male employees. The RSPB is no exception.

We are working hard on a range of pro-active measures to alter that historic situation, to increase our inclusivity and diversity, and to positively support women into senior roles. The measures, including those listed below, have full support from our Trustees and Management Board.

## What are we doing?

- Continuing to work with Trustees and Management Board on their commitment to EDI and integration into the organisation's culture.
- Monitoring our performance against our EDI targets for 2022, reporting to Management Board in September 2019 and January 2020.
- Put in place a five year Pay Roadmap, with amongst its aims, lifting employees, who are predominantly female, from the bottom levels of their pay band.
- Employing a dedicated Equality and Diversity Project Manager and an Equality, Diversity and Inclusion Manager.
- Developed additional questions about diversity for inclusion into our 2019 employee and volunteer surveys.
- Published an EDI position statement internally and externally in June 2019.
- Joined the membership organisation, 'Inclusive Employers' in June 2019, providing us with advice, guidance and access to learning and networking events.
- Developed planning for delivery of inclusivity training to managers
- Ensured roles resulting from a major restructure were made available with flexible hours and location. In addition, the salary offer was non-negotiable. These measures were taken to encourage women to apply for roles and limit male salary bias.
- Launched on-line Unconscious Bias and Unconscious Bias for Managers training, (as part of a wider set of interventions) with plans to make the latter compulsory for recruiting managers.
- Moved to further embrace remote working, adopting software such as SharePoint, together with radically expanding our virtual learning offer.
- Advanced our plans to introduce e-recruitment. This development will enable us to analyse a full range of recruitment metrics, allowing effective, targeted action to address issues relevant to our gender pay gap.
- Commenced the process to go out to tender with the aim of securing EDI consultants to review our approach to EDI during 2020/21.
- Appointed only our second female CEO in the RSPB's 125-year history.
- Worked to improve our recruitment processes, using a gender decoder, working to ensure mixed-gender recruitment panels and the promotion of non-standard working, such as job share. Added the 'happy to talk flexible working' logo to our internet vacancy page.
- Introduced an Equality Analysis Tool, to help identify and mitigate against any negative impacts of a project or policy on specific groups, including women.
- High profile celebration of International Women's Day 2019 with participation of Management Board. Social media posts, external blog on RSPB website, and linked internal coverage on our intranet highlighting women who are 'everyday heroes' in the RSPB, further promoted the message.

- Developed and launched improved EDI content available on our online learning platform.
- Continued to work with our RSPB Women's Group to promote issues from a woman's perspective whilst giving women a safe space to discuss their career and development challenges.
- Continued to run Menopause Cafés.
- Introduced moderation into our CPDP process to ensure consistency in how performance ratings are applied.
- Participated in National Inclusion Week 2019.

## Executive Director, People - statement 2020

I am pleased to report our mean gender pay gap has decreased from 14.8% in 2019 to 13.28% in 2020, our median gender pay gap decreasing from 19.8% to 17.19% during the same period. Our commitment to gender equality is demonstrated by the fact that we were amongst the 50% of organisations which voluntarily published their gender pay gap figures last year. We also took a decision to pay 100% salary to our furloughed employees, as we realised the imposed 'pay cut' to 80% salary would disproportionately affect our female employees. I am justly proud that our president is a woman, our council is approaching a balanced gender mix, we have appointed only the second female CEO in our history, over 50% of our leadership team is female, including all our deputy directors and all four country directors. The RSPB was founded by women, so recognition of the ability of women is part of our DNA. But we realise we cannot sit back, there is more to do. We have not yet met our EDI targets, and many of the measures we have put in place have yet to bear fruit, although the more than 2% decrease in our median gender pay gap and increase of nearly 2% of women in our most senior roles during the last 12 months is encouraging. This reflects the work we are doing through our People Strategy and People Vision to make the RSPB a more inclusive employer and to encourage women to occupy the highest levels within the organisation.

We continue to progress with our dedicated Equality, Diversity and Inclusion project, which has support at Trustee and Management Board levels. Our ambition is shown by our actions in recruiting a dedicated EDI Manager, joining Inclusive Employers and planning to tender for EDI consultants to review our approach, to coincide with work towards our new 'RSPB 2030' strategy.

I confirm that the information in this statement is accurate



Ann Kiceluk  
Executive Director, People