



Royal Society of Chemistry's Gender Pay Gap 2017

Foreword from our CEO

The Royal Society of Chemistry is driven by its values. We are professional, dedicated, enabling and respectful – and to hold true to these we must treat all people fairly.

We are committed to gender equality and inclusion and have been removing barriers to progression for underrepresented groups for every role throughout our organisation for a number of years – and we will continue to do so. We have made progress. For example, we have adapted several roles to suit flexible working requests and the number of such arrangements has grown in the last few years. We will continue to enable this and facilitate other opportunities that might be appropriate.

We strongly believe the same work should receive the same pay, taking into account performance and level of experience, regardless of gender. I am proud that at a role-by-role level, we have almost no gap between women's and men's pay, and this is true for every position in the organisation.

We do, however, have a gender pay gap when all pay is used to determine a single mean or median result. This is largely due to the high proportion of women in administrative and early career publishing roles, which are in the lower quartiles of pay, and the relatively high proportion of men in senior technical roles, which are in the upper quartiles of pay. This reflects a number of broader social issues and we will take action that is appropriate to reduce the impact of this within our organisation while remaining inclusive and fair in everything we do.

As chief executive officer, I confirm that this is an accurate report of our gender pay gap – and wholeheartedly reaffirm our commitment to equality of opportunity at the Royal Society of Chemistry.

A portrait of Raven Parker, the CEO of the Royal Society of Chemistry. He is a middle-aged man with a grey beard and glasses, wearing a dark suit, a light blue shirt, and a patterned tie. He is looking directly at the camera with a slight smile.

Raven Parker

Our gender pay gap

Salary pay gap

Hourly rate gender pay gap

15.7%

Median

17.0%

Mean

When analysed per pay quartile the gender pay gap is significantly smaller, and almost disappears when analysed within our pay bands, as men and women doing similar work receive similar pay.

Hourly rate gender gap by quartile

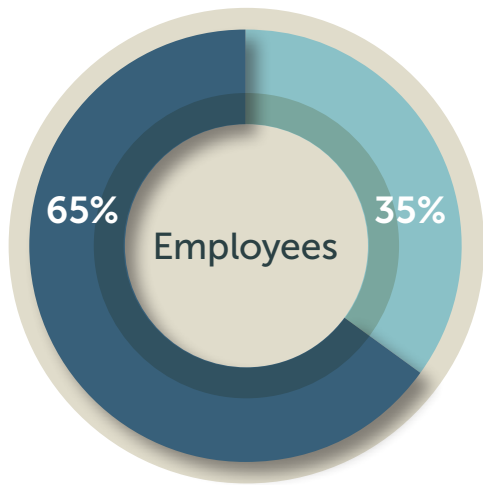
	Upper	Upper Middle	Lower Middle	Lower
8.3%	6.8%	0.5%	0.5%	
Median				
2.9%	4.1%	1.0%	1.0%	
Mean				

Equal pay and the gender pay gap

Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

Our gender pay gap

Salary pay gap



● Female
● Male

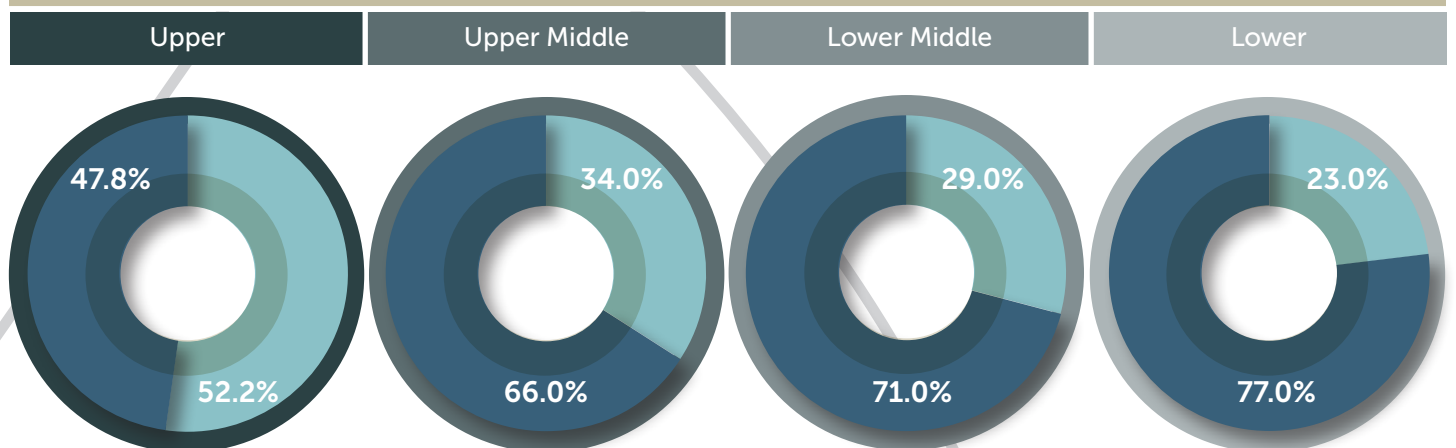
The effect of proportions of men and women in our workforce

65% of our employees are women and **35%** are men.

A large contribution to our gender pay gap is the fact that we have differing proportions of each gender in each pay quartile, particularly in two areas:

- Women are overrepresented in the lower quartiles of pay. This is mainly due to women filling a higher proportion of our administrative and early career publishing roles.
- Men are overrepresented in the upper quartile of pay, although at leadership team level there is a higher proportion of women. This is mainly due to the number of senior technical roles, for example, in technology and finance, in the top quartile, which are filled by men. Our inclusive approach to recruitment has improved this situation recently. One outcome is that women now make up **28%** of our technology team, compared with a national average across the technology sector of **17%**.

Gender split by quartile – % gender in quartile



Our gender pay gap

Gender bonus gap

Proportions of employees receiving bonuses

83.1%

Female

81.5%

Male

Median and mean gender bonus pay gaps

25.7%

Median

39.5%

Mean

The proportion of women and men receiving bonuses is roughly equal but we have a median bonus pay gap of **25.7%**. This is due to uneven representation of women and men in the various pay quartiles and among those who work part-time.

The majority of employee bonuses are calculated as a percentage of actual annual pay. Some employees earn target-driven bonuses, eg in sales, and some receive bonuses such as recognition awards and referral payments which are lump sum payments.

Two specific factors play a significant role in our bonus pay gap:

- The higher proportion of men in the upper pay quartile, compared with the proportion of men in our organisation
- The higher proportion of women in part-time roles, compared with the proportion of women generally – of our female employees, **20.3%** work part-time while only **3.9%** our male employees do

What counts as a bonus

All bonuses awarded at the Royal Society of Chemistry are factored into the bonus pay gap calculation as required. This includes:

- Performance related bonuses
- Recruitment referral bonuses
- Recognition awards

Our gender pay gap

Action we're taking now

We will continue to embed inclusivity in everything we do as an organisation. We already have several initiatives in place to make all roles accessible:

- Our standard working week is 35 hours, lower than the national average
- Those involved in recruitment receive unconscious bias training
- We offer a wide range of flexible working options

We have begun to see results. For example, we have more women than men in our leadership team, currently made up of six women and five men.

We will continue to explore what else we can do.



- Women
- Men



Our gender pay gap

Plans for the future

We remain committed to being a fair and inclusive employer. This means we will continue to invest in policies like flexible working, even if they contribute to our pay gap.

We will:

- consider roles where gender balance is particularly distinct and proactively widen the language and channels we use for our recruitment campaigns, in order to attract a wider range of applicants;
- widen our existing unconscious bias training programme to all managers, focusing on the impact of bias on decision-making in recruitment and performance management as well as other organisational behaviours;
- review our current performance management and promotion processes to ensure that we provide effective support and encouragement to all employees so that they are able to progress within the organisation according to their potential and the opportunities that arise. This includes:
 - ensuring our performance management process is unbiased
 - identifying and addressing any different treatment in external appointment and internal promotion

We are investing time and resources into understanding the wider societal issues that mean that we still have a gender pay gap, including:

- gender-based assumptions about work roles
- maternity, paternity and traditional family roles
- part-time working after returning from parental leave (currently much more likely to be taken up by women)



Case study: Diversity and Inclusion Framework



We recently took part in a benchmarking exercise led by the Royal Academy of Engineering and the Science Council, completing a self-assessment against their **Diversity and Inclusion Progression Framework** for professional bodies.

Our results showed that we are comparable with other learned societies and professional bodies, with some particular strengths and some areas for development.

Two notable strengths highlighted were the *Leadership* and *Employment* categories. For *Leadership* our results highlighted "a clear governance structure in place for inclusion and diversity and a high level of leadership involvement and accountability."

For *Employment* the findings identified the high proportion of women employed in the organisation generally and our leadership team specifically, as well as "a wide range of actions... to support inclusion and diversity in employment."



Thomas Graham House
Science Park, Milton Road
Cambridge, CB4 0WF, UK
Tel: +44 (0)1223 420066

Burlington House
Piccadilly, London
W1J 0BA, UK
Tel: +44 (0)20 7437 8656

International offices

Beijing, China
Shanghai, China
Berlin, Germany
Bangalore, India
Tokyo, Japan
Philadelphia, USA
Washington, USA

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