



Royal Society of Chemistry's Gender Pay Gap 2022

Introduction from the Chief Executive



Last year our gender pay gap increased to 14.1% from 13.4%, following a steady decrease from 2017 to 2021.

As they did last year, our results reflect a complex reality.

As a medium-sized organisation with a majority female workforce, this slight increase is not unexpected. Very small changes in our employee profile each quarter can have a significant effect on our gender pay gap.

We are confident that our gender pay gap is not an issue of unequal pay for similar work. The data in this report demonstrates that at every level of our organisation, men and women doing similar work receive similar pay.

Our senior management remains gender balanced but men remain disproportionately represented in higher paid roles. In addition, some of the positive amendments to policies like flexible working – implemented as a result of the pandemic and which remain in place – have also had an influence on our pay gap.

The past few years have proven how important it is for individuals to have the ability to adjust their working patterns and that teams have the capacity to set their own hybrid working arrangements. This is why we continue to evolve our approach to flexible working, even though it may have a negative effect on our pay gap. Ultimately, these adaptations are having a positive impact on our employees, and on our organisation.

Having navigated the pandemic, the cost of living crisis is making its presence felt. We have done what we can to support our staff but cannot change the fact that these crises have deepened existing inequalities in our society. Many groups – including women – have been disproportionately affected by the social and economic impacts.

Despite the difficulties of the past few years, we have made progress, including on our mean bonus pay gap, which is now less than 1%.

In the past year, we have continued our efforts to ensure representation and inclusion.

We have made changes to our recruitment processes to strengthen inclusive practices, set up informal staff networks, and once again signed up to the Inclusive Culture Pledge for 2023.

We also continue to promote inclusion and diversity in the wider chemical science community, working with and calling on other organisations to take action to tackle inequality in the chemical sciences.

There is always more to do – and more to learn. One thing that is certain is our commitment to making progress – both for the people who work for the RSC and for the global community we represent.

A handwritten signature in black ink that reads "Helen Pain". The signature is fluid and cursive.

Dr Helen Pain CSci CChem FRSC

Update on actions from our 2021 report

| In our 2021 report, we said... | Actions taken in 2022 |
|---|---|
| <p>“We want to be a fair and inclusive employer that gives everybody who works for us equal opportunities to succeed.”</p> | <p>To support staff wellbeing and to help emphasise the importance of a good work-life balance, we introduced several wellbeing-focused activities and events to support personal growth and provide useful information. These were provided in a hybrid format to allow employees to attend around other commitments.</p> <p>We introduced a new staff volunteering policy, which gives employees the option to take two paid volunteering days over the course of a year, to help individuals develop new skills in areas that can be linked to our organisation’s charitable purpose. To increase awareness of the activities carried out, staff are encouraged to write blogs and share stories on Connect, the RSC’s intranet system.</p> <p>We also used Connect to raise awareness about our work on inclusion and diversity, both within the RSC and as a thought leader within the chemical sciences community. We continue to build on this, providing information in written and video formats to increase accessibility.</p> <p>Our Litmus benefits system is now available via an app, giving staff greater flexibility over when and how to access the savings and benefits offered.</p> <p>There are now gender-neutral toilets at our Cambridge office and we provide free sanitary products in all UK offices.</p> <p>We committed to be part of Change 100 - a programme, which offers internships to disabled students and graduates starting their career. We also announced our commitment to offer internships under the Broadening Horizons in the Chemical Sciences programme, which supports people from minoritised racial and ethnic backgrounds to pursue careers in chemistry.</p> |
| <p>“We will continue to promote flexible working... and adapt to new ways of working in a very challenging environment and uncertain economic climate.”</p> | <p>Hybrid working remained in place in 2022 and has become standard practice for all teams. Managers work with their direct reports to agree patterns that enable both individuals and teams to fulfil their roles.</p> <p>We provided two cost of living payments to all staff during 2022 to help with the impact of high fuel costs, high inflation and the high interest rates affecting mortgages.</p> <p>We also continued to offer flexible working patterns and hours. This included the option to compress full-time hours, with some employees choosing to complete their roles over a nine-day fortnight, leaving the tenth day as a non-working day. We also made work from home contracts more readily available to all staff, and offered them, where applicable, to new starters.</p> <p>The number of people with flexibility (either formal or informal) in their working hours in 2022 was over 50%. In addition, 19% of employees took up the offer of a work from home contract.</p> |

Update on actions from our 2021 report *continued*

| In our 2021 report, we said... | Actions taken in 2022 |
|--|--|
| <p>“We are exploring how we can increase inclusivity and equality and create a diverse workforce and leadership, looking at both formal and informal ways to achieve change”</p> | <p>We started an in-depth look at our recruitment practices, drafting a document which identifies potential adjustments we can make to our interview process to make it more accessible to disabled individuals, including those who are neurodivergent. We aim for these adjustments to become standard practice as soon as possible.</p> <p>In October 2022, we launched an inclusion and diversity data collection campaign, encouraging staff to complete (confidentially) key fields in their personal record, and allowing us to build a comprehensive picture of the diversity within the RSC. Using the baseline figures we will look to improve participation annually.</p> <p>Informal staff networks have proved successful in cultivating a sense of belonging since their introduction. The Racial Equality Group held an International Women’s Day event in March, as well as a coffee morning in October. Last year we looked at ways to start formalising and expanding these networks, completing much of the background work, and we began planning for a new neurodivergence staff network. A strategy and articles of operation will be finalised with the support of the existing networks.</p> |
| <p>“We will continue to look at how to attract more men into our organisation in the lower and lower middle [pay] quartiles*, as well as how to attract or promote women into the upper middle and upper quartiles.”</p> | <p>We continue to work on the gender pay gap imbalance, exploring how best to address this across each area of our organisation as relevant.</p> <p>Last year we ran a number of recruitment projects in sectors that are predominantly male-orientated. To make sure that the RSC is welcoming to all genders across all roles, we diversified our advertising campaigns to ensure they reach a wider audience, with the aim of increasing representation at shortlisting stage.</p> <p>We also put checks in place to ensure that our recruitment adverts use gender-neutral language.</p> |

* The quartiles are determined via a calculation provided by the Equality and Human Rights Commission and are based on hourly rates of pay.

Exploring our 2022 data

Overall hourly gender pay gap, mean and median

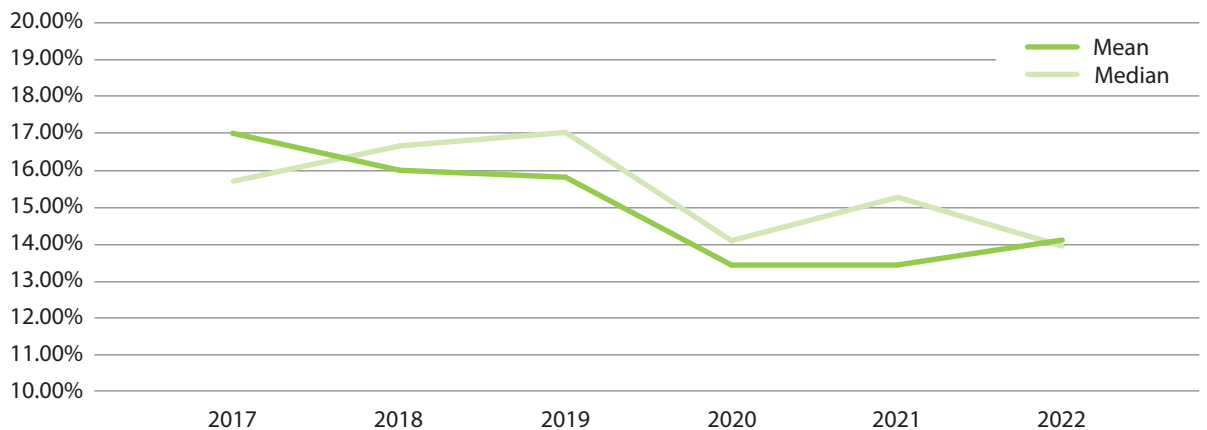
Our gender pay gap snapshot data was collected on **5 April 2022**. Table 1 shows the mean and median pay gaps for the past five years since we began reporting this data in 2017. Our mean gender pay gap is 14.1%, with men being paid more than women. This is higher than our pay gap last year but reflects a 2.9% point decrease from 2017.

Our median hourly gender pay gap decreased by 1.3% points from 2021 to 2022, from 15.2% to 13.9%. As table 3 below illustrates, this is because the proportion of women in the upper middle quartile has increased this year, while the proportion of men in this quartile has decreased. There has also been a reduction in the proportion of men in the lower quartile.

Table 1: Mean and median gender pay gap (percentage by which men are paid more than women) from 2017 to 2022

| | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | +/- % point change 2021-22 |
|-------------------------------------|-------|-------|-------|-------|-------|-------|----------------------------|
| Mean gender pay gap in hourly pay | 14.1% | 13.4% | 13.4% | 15.8% | 16.0% | 17.0% | +0.7% |
| Median gender pay gap in hourly pay | 13.9% | 15.2% | 14.1% | 17.0% | 16.6% | 15.7% | -1.3% |

Figure 1: Overall mean and median gender pay gap (percentage by which men are paid more than women) from 2017 to 2022



Breakdown of hourly gender pay gap by quartile

Table 2: Overall gender breakdown of employees

| % relevant employees | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------|------|------|------|------|------|------|
| Female | 66% | 66% | 66% | 64% | 65% | 65% |
| Male | 34% | 34% | 34% | 36% | 35% | 35% |

Breakdown of hourly gender pay gap by quartile *continued*

Table 3: Gender breakdown by pay quartile

| % relevant employees in upper quartile | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|-------|-------|-------|-------|-------|-------|
| Female | 49.5% | 50.0% | 49.6% | 46.3% | 44.3% | 47.8% |
| Male | 50.5% | 50.0% | 50.4% | 53.7% | 55.7% | 52.2% |

| % relevant employees in upper middle quartile | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|-------|-------|-------|-------|-------|-------|
| Female | 66.0% | 63.0% | 67.6% | 62.4% | 68.0% | 66.0% |
| Male | 34.0% | 37.0% | 32.4% | 37.6% | 32.0% | 34.0% |

| % relevant employees in lower middle quartile | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|-------|-------|-------|-------|-------|-------|
| Female | 66.7% | 75.0% | 74.3% | 72.5% | 72.1% | 70.8% |
| Male | 33.3% | 25.0% | 25.7% | 27.5% | 27.9% | 29.2% |

| % relevant employees in lower quartile | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|-------|-------|-------|-------|-------|-------|
| Female | 83.3% | 76.0% | 73.3% | 75.9% | 73.8% | 77.0% |
| Male | 16.7% | 23.0% | 26.7% | 24.1% | 26.2% | 23.0% |

As Table 2 illustrates, we have a predominately female workforce, with an overall split of 66% women to 34% men. However, as Table 3 shows, male employees are more likely to be in the upper middle and upper pay quartiles compared to the lower middle and lower quartiles.

In contrast, a greater proportion of our female employees are in the lower and lower middle pay quartiles, compared to the upper middle and upper quartiles. Three quarters of the lower paid half of the organisation are women.

Table 4: Gender split and pay gap by pay quartile

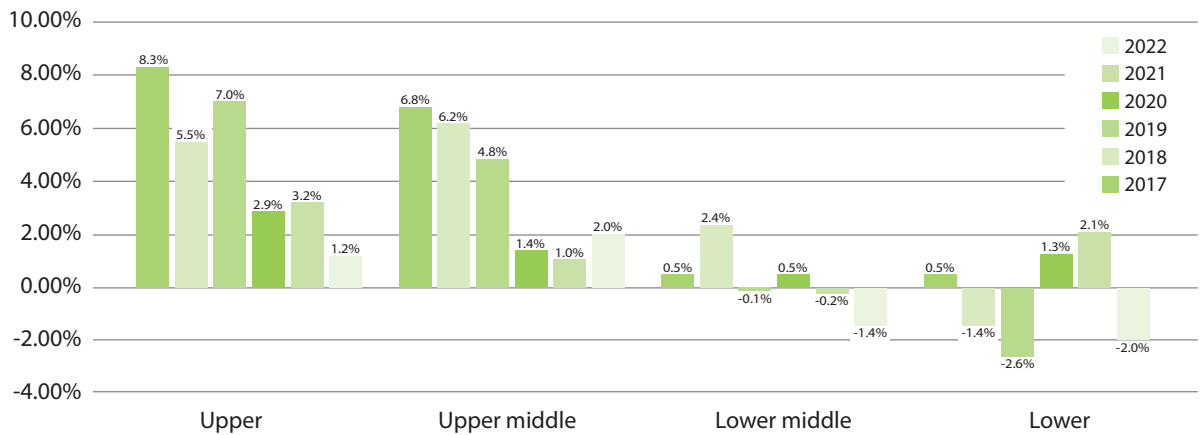
| Difference in % women in each quartile compared to overall gender split | Upper | Upper Middle | Lower Middle | Lower |
|---|--------|--------------|--------------|-------|
| Female | -17.0% | -3.7% | 8.7% | 10.1% |
| Median pay gap per quartile | 1.2% | 2.0% | -1.4% | -2.0% |

Together, tables 3 and 4 show that the main cause of our gender pay gap is the higher proportion of men in the upper quartile and higher proportion of women in the lower quartile, coupled with these being the groups with the largest median pay gap.

The slight increase in our median pay gap this year is not unexpected. As a medium-sized business with a predominantly female workforce, even small changes in our employee profile in each quartile can have a significant impact on our gender pay gap. This shows in the way our median pay gap has fluctuated over the years, despite the steady decrease in our mean gender pay gap over the past five years.

Figure 2 below shows our median pay gap across all quartiles since our first report in 2017, and illustrates that in all quartiles our median gap is lower in 2022 than it was in 2017. The biggest change since 2021 is a significant reduction in the lower quartile (down 4.1 percentage points). There is also a small rise in the upper middle quartile (up 1 percentage point) due to an increase in roles offered throughout the organisation to men at this level.

Figure 2: Median gender pay gap (percentage by which men are paid more than women) by quartile from 2017 to 2022



We are confident that our gender pay gap is not an issue of unequal pay for similar work. Our data shows that at every level of our organisation, men and women doing similar work receive similar pay. Roles are externally benchmarked to ensure fairness and competitiveness, and we regularly review both our pay policies and the pay of each employee to ensure we offer equal pay for like work, regardless of gender.

Bonus gender pay gap, mean and median, and proportion of women and men receiving a bonus payment

Table 5: Mean and median gender bonus gap

| | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | +/- % point change 2021-22 |
|-------------------------|------|------|-------|-------|-------|-------|----------------------------|
| Mean gender bonus gap | 0.8% | 5.2% | 24.5% | 16.1% | 30.3% | 39.5% | -4.4% |
| Median gender bonus gap | 0% | 8.3% | 10.6% | 15.8% | 25.8% | 25.7% | -8.3% |

Table 6: Proportion of employees paid a bonus by gender

| | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | +/- % point change 2021-22 |
|--------|-------|-------|-------|-------|-------|-------|----------------------------|
| Female | 92.0% | 97.0% | 87.0% | 97.0% | 87.9% | 83.1% | -5.0% |
| Male | 93.0% | 97.0% | 92.0% | 97.0% | 83.2% | 81.5% | -4.0% |

During the pandemic, we adapted to new ways of working in a very challenging environment and an uncertain economic climate. The commitment and resilience of our employees meant that we continued to deliver our priorities, support our communities and achieve impact for the chemical sciences. We maintain our commitment to hybrid working and to flexible working to enable our employees to work in a way that best suits them.

Responsible financial management enabled us to remain on a sound footing. In 2022 we raised salaries above the rate of inflation at the time (4.5%), and we have paid two cost of living payments of up to £1,000 each to help staff as the cost of living crisis hit.

Some employees also earned target-driven bonuses, for example in sales, and some received additional lump sum payments such as recognition awards. We have reduced our mean gender bonus gap to less than 1% in 2022 (see Table 5 above) and our median gender bonus gap to 0%.

Our plans for the future

The Royal Society of Chemistry strives to be a fair and inclusive employer, giving everybody who works for us equal chance to succeed. For this reason, as in previous years, we will not take discriminatory action on the gender pay gap.

The chemical science community is making the world a better place. We're here to represent every single person who forms that community – it is our role, and our duty, to promote inclusion, diversity and equality of opportunities.

We continue to make considerable progress in highlighting barriers to equality in the chemical sciences, and have taken action that we hope will contribute to the eventual removal of those barriers. Our Global Inclusion team holds us to account, ensuring that as an employer, we are consistently taking steps to ensure that everyone can feel that they belong.

In 2023, we will be launching our internal inclusion and diversity strategy and furthering our inclusion and diversity training. We will build on our staff networks by not only encouraging the implementation of networks, but also setting up a staff network framework to give guidance and consistency to the groups.

We are examining our recruitment processes, including updating our application process to support disabilities, with a focus on neurodiversity. We have also pledged to be a Disability Confident Employer as backed by the UK Government.

We have signed up to the Employers Network for Equality & Inclusion Inclusive Culture Pledge¹, as part of our commitment to fostering a more inclusive approach to recruitment, training and business environment.

Our pledge from last year holds true in 2023: *“We will continue to work towards an inclusive workplace where opportunities are open to all. We will hold ourselves accountable for inclusion and belonging with the aim of improving the culture of the organisation.”*

¹ In our role as a scientific publisher, we have also adopted the Coalition for Diversity and Inclusion in Scholarly Communications (C4DISC) Joint Statement of Principles.


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