



Royal Society of Chemistry's Gender Pay Gap 2019

Introduction from the Acting CEO



As we publish our third report, we find ourselves having had limited impact on our overall gender pay gap over the last two years. This is despite continuing to provide our managers with unconscious bias and recruitment training, regularly reviewing pay, and ensuring centralised oversight for promotions and pay awards. We are transparent with our pay bands and exercise rigorous methodology over our selection processes to ensure that gender discrimination has no room to flourish.

Increasingly our staff are working flexibly or part-time – options we have supported for many years – and I’m sure will continue to do so, as we aim for as few barriers as possible to employment at our organisation.

We are not willing to take direct discriminatory action to close the gap during the recruitment process for roles where there is under-representation. We would prefer to focus instead on fair and equal opportunities for everyone.

Looking at the gender pay gap on a by-quartile basis, I am somewhat comforted by the fact that there is virtually no gender pay gap in the lower and lower middle quartiles, although there is a gap of 7% and 5% in the upper and upper middle respectively. We must find out more about what is driving this.

We will commit to investigating this further – with the help of external expertise – and in the meantime continue to ensure an equal workplace where opportunities are open to all, regardless of gender, ethnicity, sexual orientation, or any other attribute and ensure that barriers to career progression are removed at every available opportunity.

We know that positive changes to our pay gap will take time and considerable scrutiny to resolve – but we are committed to doing this however long it takes.

A handwritten signature in black ink that reads "Helen Pain". The signature is fluid and cursive, written in a professional style.

Dr Helen Pain CSci CChem FRSC

Update on actions from our 2018 report

In our 2018 report, we said...	Actions taken in 2019
<p>“[we will] continue to pursue the actions we outlined in our 2017 report, including unconscious bias training, proactively improving the inclusivity of the language and channels we use for recruitment, and monitoring of performance management and promotion processes to ensure they are fair and unbiased”</p>	<p>Since 2018 a total of 124 managers (including 10 members of our Leadership Team) and 92 non-managers have attended unconscious bias awareness sessions.</p> <p>We provide comprehensive guidance and group training and one-to-one training and coaching to all staff involved in recruitment, including support with recruitment and selection, interviewing and unconscious bias.</p> <p>We use structured interviews for recruitment and promotions: we ask the same questions in the same order and format, and grade responses against pre-specified criteria for each position. This makes the responses comparable and reduces unfair bias to creep in and influence decisions.</p> <p>We continue to use rebalanced gender coded language in advert text for recruitment campaigns in order to appeal to both men and women.</p>
<p>“[we will] monitor our gender pay gap throughout the year, not just at the point of statutory snapshot. By doing this we can better understand what drives our gender pay gap at any given time and so how it can be reduced”</p>	<p>We have observed minimal fluctuation in our pay gap, and have identified very few factors we have direct influence over, and so decided not to proceed with in-year monitoring.</p>
<p>“[we will] remove names from CVs when sifting potential job applicants (“name blinding”) to decrease the potential for bias on the grounds of the gender, age and ethnicity of job applicants”</p>	<p>We decided not to make this change: the best available evidence now does not support the idea that name blinding leads to a reduction in biases.</p>
<p>“[we will] document promotion and secondment guidelines to support managers’ decision-making, clearly setting criteria for awarding salary increases outside the annual salary review process”</p>	<p>Promotion and secondment management remains with human resources, rather than individual managers, as they are better equipped to ensure a consistent approach across the organisation.</p> <p>We have documented promotion and secondment guidelines, we state pay bands in all our recruitment advertisements, and a re-benchmarking meeting is held every six months to review the pay band of roles where there has been a significant change in the role responsibilities or accountabilities.</p>
<p>“[we will] introduce new tools to help heads of department make and monitor pay decisions, and stay informed of our policies and practices”</p>	<p>Pay decisions are managed by Human Resources, which helps to minimise gender bias in the annual pay review process.</p> <p>We continue to be transparent about our pay bands for all positions so people understand their pay awards, their pay potential and know the pay limits.</p>

Exploring our 2019 data

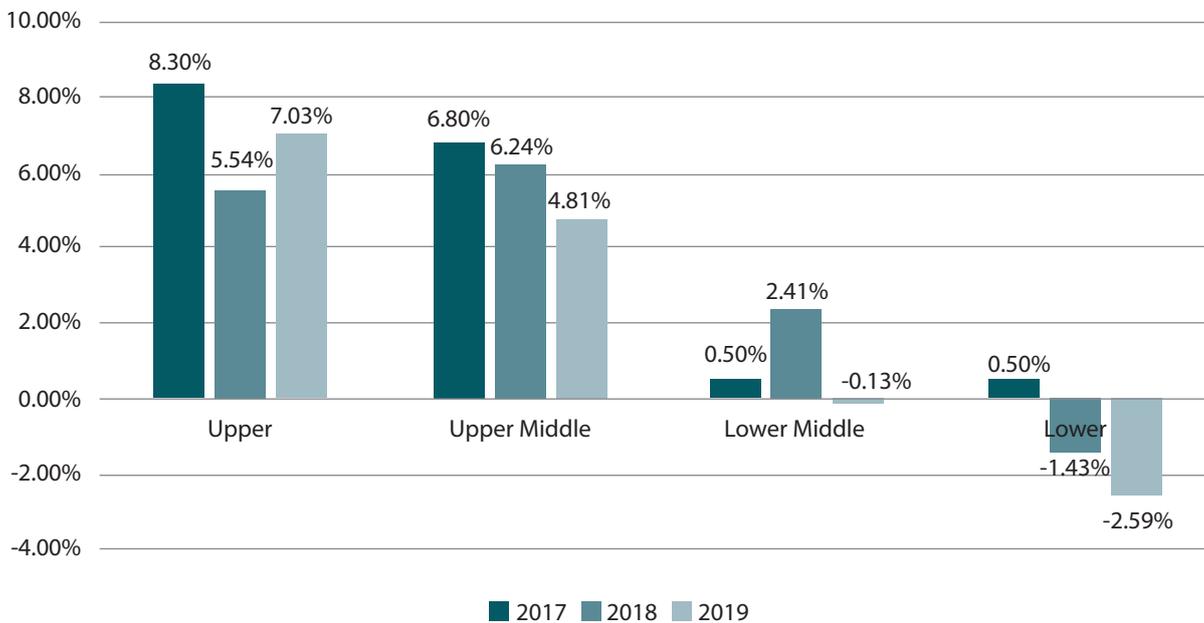
Hourly gender pay gap, mean and median

Our gender pay gap snapshot data was collected on 6 April 2019.

	2019	2018	2017	+/- % point change 2018-19
Mean gender pay in hourly pay	15.8%	16%	17%	-0.2
Median gender pay in hourly pay	17%	16.6%	15.7%	+0.4

Although the median gap is increased by the greater numbers of in men in the upper middle quartile, the change in mean is negated by the larger increase in women in the upper quartile and lower middle quartiles.

Median hourly rate gender gap by quartile



The median pay gap for each pay quartile is lower than the overall pay gap, and for all quartiles except the upper quartile shows a decrease in gap from 2018.

Proportion of women and men in each pay quartile

2019	64%	36%
2018	65%	35%
2017	65%	35%

Although we have a predominately female workforce, there are a greater proportion of men in the upper quartiles compared with a greater proportion of women in the lower pay quartiles.

Upper	2019	46.3%	53.7%
	2018	44.3%	55.7%
	2017	47.8%	52.2%

Upper Middle	2019	62.4%	37.6%
	2018	68.0%	32.0%
	2017	66.0%	34.0%

Lower Middle	2019	72.5%	27.5%
	2018	72.1%	27.9%
	2017	70.8%	29.2%

Lower	2019	75.9%	24.1%
	2018	73.8%	26.2%
	2017	77.0%	23.0%

■ Female ■ Male

Men are still underrepresented in the lower quartile, while there has been a decrease of 2.1% compared to 2018 the figure is still higher than 2017 figures.

Our gender pay gap is not a pay issues, we continue to be confident of this as again this year after assessing our data we have found that at all levels men and women doing similar work continue to receive similar pay. We regularly review our pay policies to ensure there are gender neutral, 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

	2019	2018	2017	+/- % point change 2018-19
Mean gender bonus gap	30.3%	30.3%	39.5%	0
Median gender bonus gap	25.8%	25.8%	25.7%	0

Proportion of employees paid a bonus, by gender	2019	2018	2017	+/- % point change 2018-19
Female	97%	87.9%	83.1%	+9.1
Male	97%	83.2%	81.5%	+13.8

Our bonus pay gap is a function of the uneven representation of women and men in the various pay quartiles and among those who work part-time.

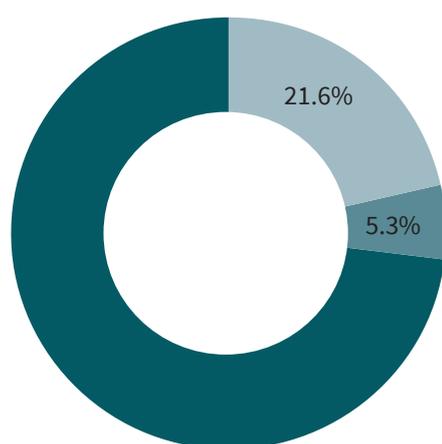
The majority of employee bonuses are calculated as a percentage of actual annual pay. Some employees earn target-driven bonuses, e.g. in sales, and some receive bonuses such as recognition awards and referral payments which are lump sum payments.

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, 21.6% work part-time while only 5.3% (2018 22.8% Female 5.7% Male) of our male employees do

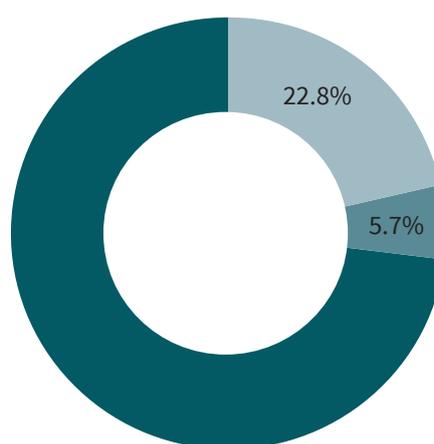
These two factors have led to our median bonus pay gap remaining the same as the 2018 snapshot.

Women and men in part-time roles 2019



■ Female ■ Male

Women and men in part-time roles 2018



■ Female ■ Male

Our 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 are a predominately female workforce and we would like to create better gender balance at all levels of the business. We will explore how we can attract more men into our organisation in the lower and lower middle quartiles as well as looking at how we can attract or promote women into the upper middle and upper quartiles.

We have assessed various options for actions that we could take, but in doing so have come to the conclusion that we do not have the skills and experience in-house to correctly analyse our situation and make evidence-based recommendations for action. We will therefore be bringing in a consultant to work with our Human Resources team, identify areas where we can take positive action without discriminating against any group, and help us to draw up an action plan to make future reductions to our gender pay gap.

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