

# Gender pay gap reporting 2024 – 2025

The Royal Society captures gender within the people section of the HR management system.

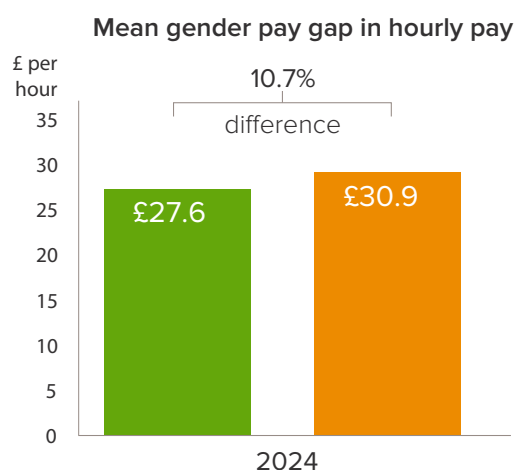
## Number of employees

At the snapshot date of 5 April 2024, the Royal Society employed 275 employees (2023:261).

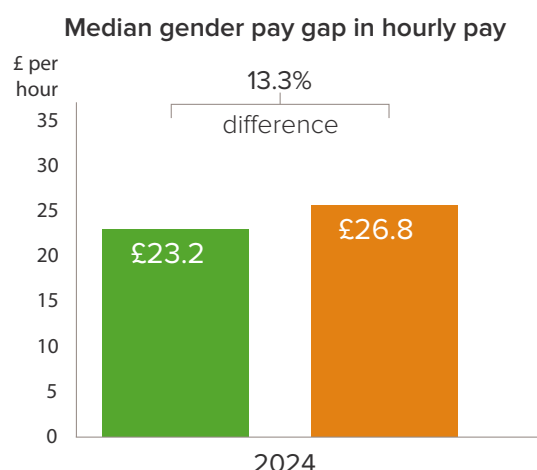
**180** Women (2023: 167) **95** Men (2023: 94)

## Mean gender pay gap

The mean gender pay gap was 10.7% and the median gender pay gap was 13.3% compared with the national average of 11.15 and 11.28 respectively, as reported on the gender pay gap website as of 24 February 2025<sup>1</sup>.



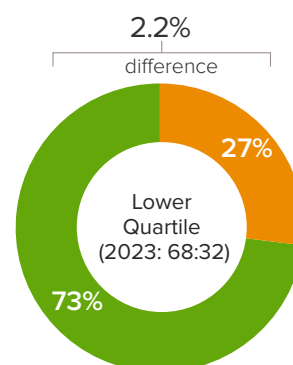
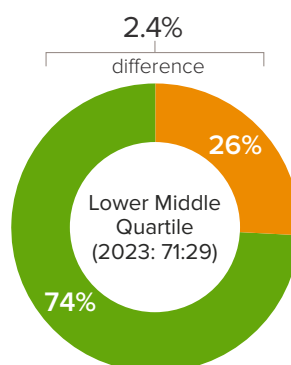
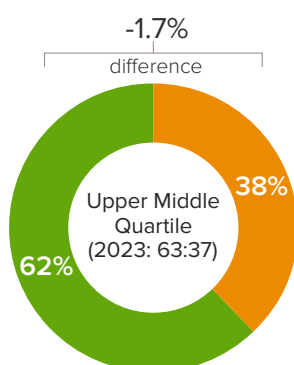
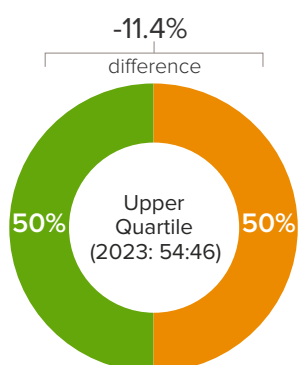
**Mean:** men earn 10.7% more than women (2023: 7.8%)



**Median:** men earn 13.3% more than women (2023: 12.1%)

## Proportion of men and women in each quartile (%)

When calculating gender pay gap, employees are divided into quartiles. The balance of female and male in each quartile is shown below. The difference between the mean pay of the men and women in each quartile is shown above each chart (a negative difference indicates that the mean pay of women was higher).



1. See: [gender-pay-gap.service.gov.uk](https://gender-pay-gap.service.gov.uk)

## Our gender pay gap

Our upper and upper middle quartiles illustrate the commitment towards women in senior management and more senior roles generally, for both pay and employee numbers.

Whilst we do attract a higher number of women across all roles, the pay gap is more obvious in the lower middle and lower quartiles.

To address this, from a recruitment perspective, we encourage anonymised recruitment with agencies; For direct recruitment, we have been working towards reaching wider audiences through other recruitment means, to attract applications from all genders.

Across all quartiles, parity of salary applies where there are roles with multiple occupants, which helps uniformise the pay gap in these roles. Regular salary benchmarking ensures we remain competitive with peer employers, too.

Our lower middle and lower quartiles represent the more transient element of our employees, and we see a pattern within these quartiles of movement for career progression indicating we are an early career employer for these quartiles, in our specialist area.

In support of all staff, the Society has committed to providing:

- Tailored and comprehensive learning and development through a newly appointed role; progression is actively encouraged through the varied training options, which are open to all.
- The Society offers flexible working hours as standard with the addition of an individual flexible working arrangement, again open to all.
- Enhanced shared parental leave for all, subject to meeting eligibility criteria, aligned to our enhanced maternity pay.
- A variety of networks encompassing social and work based themes which all employees are actively encouraged to join and / or run.

With the various strategies we have in place to encourage applicants of all genders together with collaboration from the Diversity and Inclusion team for our existing workforce, we are proud of the results achieved and feel confident that this will continue into the future.

## Bonus pay gap

The Society offers three main bonus schemes for the purpose of bonus pay gap reporting. The mean bonus pay gap is -102.3, with the median being -100.