



RSPB 2023 gender pay gap report

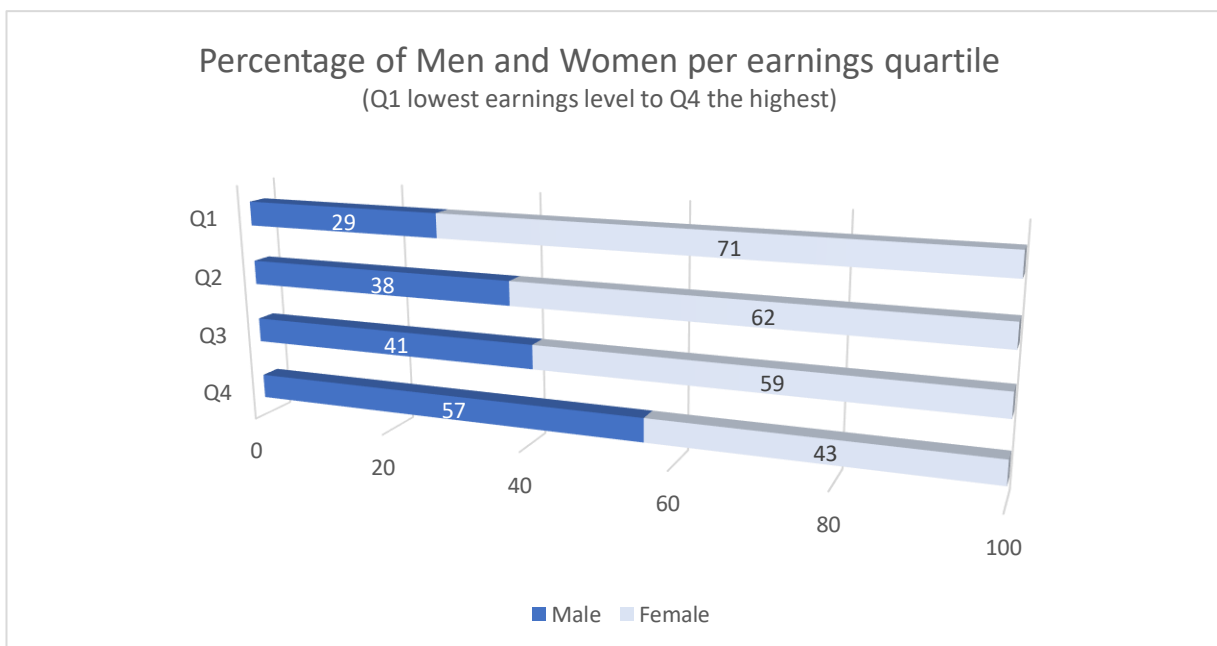
The RSPB is committed to becoming a more inclusive employer and improving the gender balance in our highest-level roles. We are working to identify steps that can help redress the gap. In the nature and climate emergency we are currently in, we save nature through people, all people.

RSPB gender pay gap figures 2023 (as of 5 April 2023)

RSPB mean gender pay gap: 10.56%

RSPB median gender pay gap: 8.44%

In the year to 5 April 2023, 10.01% of women received a bonus, compared to 9.56% of men. The median gender bonus gap was 13.79%, whereas the mean gap was 14.77%



Our overall paid workforce is 58.7% female and 41.3% male

Headline figures

- Our mean gender pay gap has reduced by 0.52%
- Our median gender pay gap has reduced by 4.19%
- The number of women in our top pay quartile has decreased slightly by 0.08%

- The number of women in our second highest pay quartile has decreased slightly by 0.59%
- The number of women in our second lowest pay quartile has decreased slightly by 0.08%
- The number of women in our lowest pay quartile has decreased slightly by 0.52%

We have reduced our mean figure by 4.72% and our median by 9.29% since 2018. We can report a very slight decrease in women in our highest and second highest pay quartiles. However, the second highest pay quartile continues to have a higher percentage of women to men demonstrating a continued commitment to supporting women into higher pay bands.

Why is there a gender pay gap?

Historically, the lower paid roles in most organisations were disproportionately occupied by women, whereas the higher paid roles were disproportionately occupied by men. The RSPB is no exception to this trend.

We have a continued commitment to developing a range of pro-active measures to change this legacy and to advance equality, diversity, and inclusion, and to positively support women into senior roles. These measures, have full support from our Trustees and Management Board, who are powerful advocates of embedding this principle into the RSPB's culture. The RSPB is a charity founded by women, with unwavering principles, core aims and a determination to not be deterred by the social expectations of their day.

What are we doing?

We have:

- Focused on achieving a greater gender balance in senior roles. Currently, 50% of our executive board members identify as women.
- We have continued to develop our e-recruitment system and have now embedded more inclusive recruitment interventions into our business-as usual practices. The gender decoder is a standard tool in our recruitment practices, and we are trialling a centralised recruitment service to understand the inclusive business benefits to the RSPB and make further recommendations for change.
- Our Pay Policy is underwritten by objective job evaluation, which has been tested to be as gender neutral as possible. We have adopted the Real Living Wage and abolished our lowest pay bands, which has supported our work in reducing the Gender Pay Gap.
- Embedded EDI into our 2030 strategy, acknowledging that it is one of the core areas where we want to step up our efforts and impact. We now actively publish information on our EDI commitment and progress through our communication channels including our Annual Report.
- Continue to improve workplace flexibility for all by advertising and offering roles with flexible and agile working options, including remote, hybrid working and non-core working hours. Although not possible for all roles, a large proportion of our workforce are either fully remote or on hybrid contracts. We have continued to support working arrangements that improve work life balance build on the decision not to enforce a standard approach to home and office working proportions. A flexible approach to working hours empowers employees to work at times of the day that suit their productivity, lifestyle and caring duties.

- Continue to work collaboratively with other conservation organisations to explore different approaches to creating and building on diversity in the sector. We recognise that as powerful employer, we can capitalise by influencing other organisations to be more inclusive and representative our communities.
- Continued to review our internal learning and development offer. The majority of our resources are now available via remote access, and at a time which best suits the employee. We aim to support those with parental and caring responsibilities, disproportionately women, to take advantage of these remote learning and development opportunities around their other commitments.
- Continued to work with 'Inclusive Employers' who provide us with expert guidance on gender inclusion and gender-based awareness events, as well as providing a powerful networking tool.
- Enhanced our Equality, Diversity, and Inclusion Team with two new Senior Specialists and an EDI Learning and Development Manager. Delivered an organisation-wide engagement exercise to raise awareness and understanding of the importance of EDI to the RSPB's mission.
- Continued to celebrate the achievements of women on International Women's Day and International Day of Women and Girls in Science, with a series of communications, events, blogs and articles.
- Provided numerous resources to support teams in the creation of their own women's safety in the countryside plan that is bespoke to their team. Many teams have already engaged with the programme and as a result many productive, open, and honest conversations have been had across the organisation. Highlighting the importance of women's safety in the countryside, its impact of our workforce's welfare, retainment and recruitment.
- Developing plans to collaboratively work on what the 'Workforce of the Future' should look like ensuring it is sustainable moving forward. This work incorporates all of aspects of EDI.

Our Equality Diversity and Inclusion vision is that the RSPB is seen as an equal, diverse and inclusive organisation. We want diverse experiences and inclusive practices and policies to enable people to be the best they can be and where all contributions are valued.