

Gender pay gap reporting 2025 – 2026

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

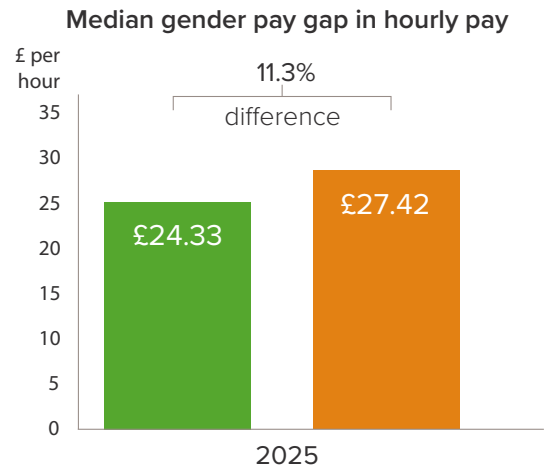
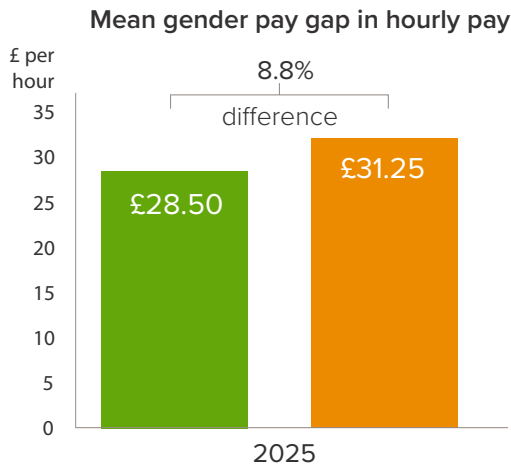
Number of employees

At the snapshot date of 5 April 2025, the Royal Society employed 283 employees (2024:275).

184 Women (2024: 180) **99** Men (2024: 95)

Mean gender pay gap

The mean gender pay gap was 8.8% and the median gender pay gap was 11.3%, both showing a decrease since the previous report and compared to the national average of 10.93 and 11.31 respectively, as reported on the Gender Pay Gap website as of 18 March 2026¹.

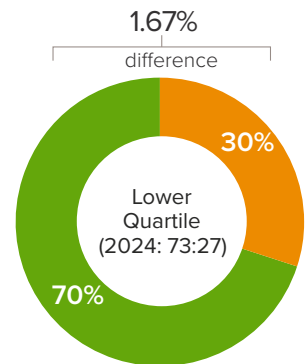
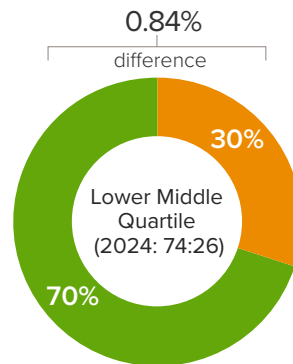
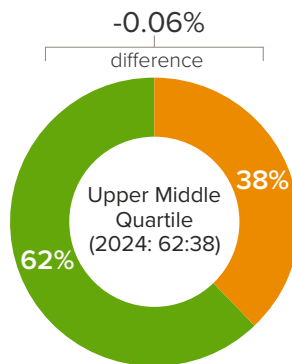
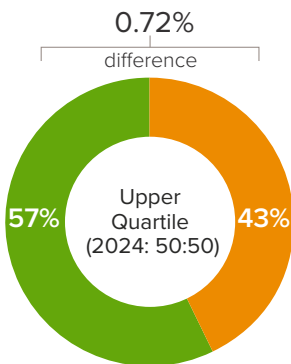


Mean: men earn 8.8% more than women (2024: 10.7%)

Median: men earn 11.3% more than women (2024: 13.3%)

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

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 transparency of salaries across all roles; With our 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, open to all from day 1 of employment, in line with current legislation.
- Enhanced shared parental leave for all, subject to meeting eligibility criteria and aligned to our enhanced maternity pay.
- A variety of networks encompassing social and work based themes are actively encouraged to join and run, to all staff, to promote an inclusive culture.

In the coming year, a focus is planned on raising awareness of inclusive hiring and promotion through hiring manager training and updated policies.

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 3 main bonus schemes for the purpose of Bonus Pay Gap reporting. The mean bonus pay gap is -103.98, with the median being 0.