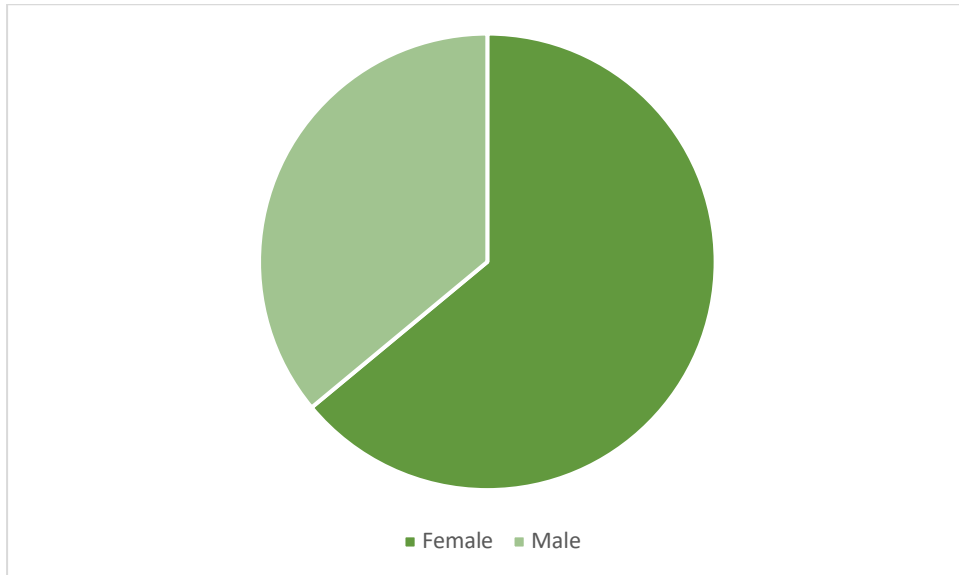


2023 – 2024 ROYAL SOCIETY GENDER PAY GAP WEBSITE REPORT

Gender

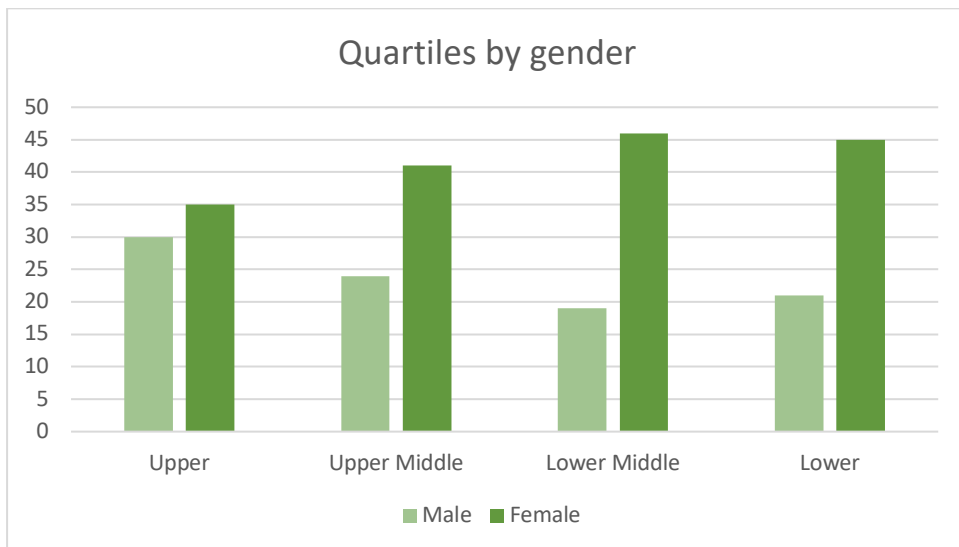
We capture gender within the personal information section of the HR management system.

At the snapshot date of 5th April 2023, our staff were 64% female and 36% male.
(2022: 62% female, 38% male)



We are aware that not everyone would categorise themselves in the binary way required by law.

When calculating gender pay gap, employees are divided into quartiles. The balance of female and male in each quartile is illustrated below.



Gender Pay Gap

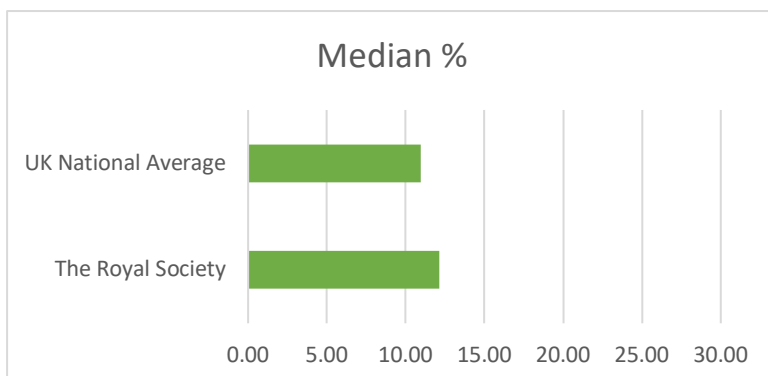
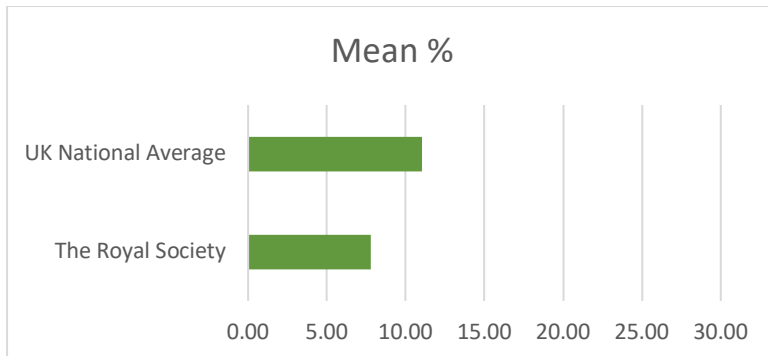
All UK companies with 250 or more employees are required to publish gender pay gap information. At the 'snapshot' date of 5th April 2023, the Society employed 261 full pay relevant employees (2022: 207).

On the 2023 'snapshot' date, the Society's gender pay gap report highlights:

- Mean gap of 7.78
- Median gap of 12.13

The national averages as published on 15th March 2024 were 11.03 and 10.94 respectively.

Source: <https://gender-pay-gap.service.gov.uk/>



What we're doing

Reducing pay gaps is important to us.

We've introduced a range of measures which include working with recruiters to encourage anonymised recruitment, advertising roles through the STEM network and flexible working.

We've undertaken a pay benchmarking project to bring salaries in line with the not-for-profit sector, structuring salaries across roles with multiple occupants to bring more parity.

We've expanded our Diversity & Inclusion team, grown our wellbeing programme and Pride network.