



Royal Society of Chemistry's Gender Pay Gap Report 2024

Foreword from our Chief Executive



The world is seeing seismic shifts in policies and practices related to inclusion and diversity. Sadly, these will lead to further widening the inequalities in society, perhaps undoing some of the good work done over recent decades. And so it has never been more important for

organisations that value inclusion and diversity – as we do at the Royal Society of Chemistry – to stay true to our core beliefs and to our commitment to making the world more equal.

As part of this, we are committed to fostering an inclusive and fair workplace where all employees are valued and rewarded equitably. Our 2024 gender pay gap report reflects both the progress we are making and the areas where we must continue to focus our efforts.

This year's data shows that our median pay gap remains at 13.1%, consistent with 2023, while our mean pay gap has increased slightly to 12.3%.

This change is primarily due to the distribution of new hires across different pay levels rather than differences in pay for equal work. More women have joined in the lower and lower middle quartiles, while recruitment into the upper pay quartiles is more balanced. This shift highlights the importance of ensuring continued career progression and opportunities for all.

A significant positive step is that our median bonus gap has reduced to zero, meaning that the median bonus awarded to men and women is now equal.

This reflects our ongoing commitment to fair reward structures and equitable recognition of contributions across our organisation.

We remain confident that our approach is the right one. Equal pay for equal work is fundamental to our principles, and our policies continue to ensure that men and women in comparable roles receive fair and consistent compensation. However, addressing the gender pay gap requires more than just pay equity: it demands a long-term commitment to developing inclusive career pathways and reducing barriers to progression.

Over the past year, we have taken further steps to support this goal, including reintroducing performance-related pay with clear and fair mechanisms, expanding personal and professional journey resources and strengthening our approach to inclusive recruitment. Looking ahead, the launch of our new HR information system will enable us to deepen our understanding of how different factors impact pay equity, ensuring we make informed decisions to drive further progress.

We recognise that sustainable change takes time, and our journey towards closing the gender pay gap is ongoing. Changes in policies and attitudes around the world may yet have concrete detrimental impacts. But we remain steadfast in our commitment to ensuring fair pay, fostering an inclusive culture, and creating opportunities for all employees to thrive.

A handwritten signature in white ink that reads "Helen Pain".

Dr Helen Pain CSci CChem FRSC

What is the gender pay gap?

All organisations in the UK with more than 250 employees are required to publish their gender pay gap results each year based on a snapshot date of 5 April 2024. The gender pay gap shows the difference in average earnings between all men and women in an organisation, presented through various measures.

These measures include:

- **Mean gender pay gap:** the difference between the mean hourly rate of pay of male full-pay *relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Gender bonus gap:** the difference in bonuses received by male and female employees.

It is important to note that the gender pay gap should not be confused with equal pay, which is the legal requirement to pay equivalent rates for men and women who carry out the same jobs, similar jobs, or work of equal value.

* Employee relevance: this includes all employees employed on the snapshot date, including part-time, job-sharing, and those on leave who receive their standard hourly rate of pay.

Gender pay gap percentages over time

The mean hourly pay for each gender is calculated by adding up all the hourly pay for each gender and dividing by the number of employees in that gender. The gap is then determined by subtracting the mean female pay from the mean male pay, dividing by the mean male pay, and multiplying by 100%. This calculation reflects the total amounts paid to male and female employees and can be skewed by highly paid individuals.

The median gender pay gap is calculated by listing all male employees from the lowest to the highest paid and finding the middle value (the median). The same is done for female employees. The gap is the difference between these two medians.

In 2024, the RSC's median hourly pay gap remained at 13.1%. This means that for every £1 the median male employee earns per hour, the median female

employee earns 88p per hour. This figure has improved from 86p in 2017, indicating progress towards pay equity over the years. However, the mean pay gap increased slightly from 11.5% in 2023 to 12.3% in 2024. While the middle range of salaries for men and women is becoming more equal, there are still disparities at the higher and lower ends of the pay scale. The detailed picture reveals that the increase in the mean pay gap is largely due to staff changes.

The figures for new starters in 2024 show that in the lower and lower middle quartiles, there were significantly more women compared to men. Conversely, in the upper and upper middle quartiles, the number of women was closer to the number of men.

Figure 1a. Gender pay gap percentages over time

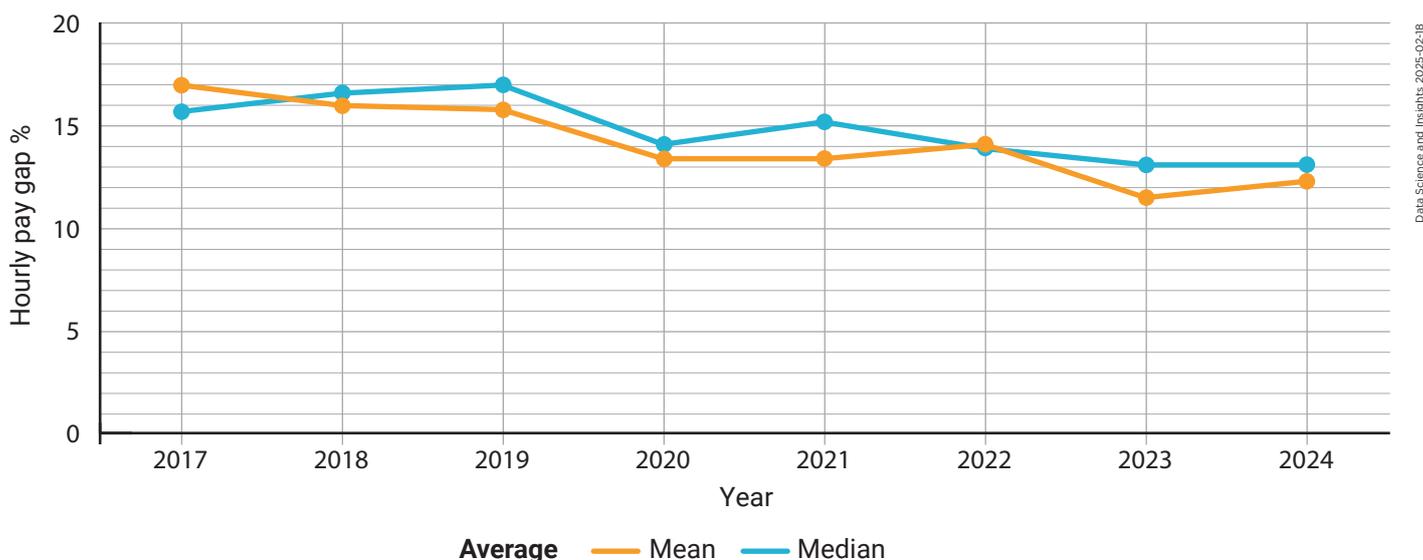


Table 1a. Gender pay gap percentages

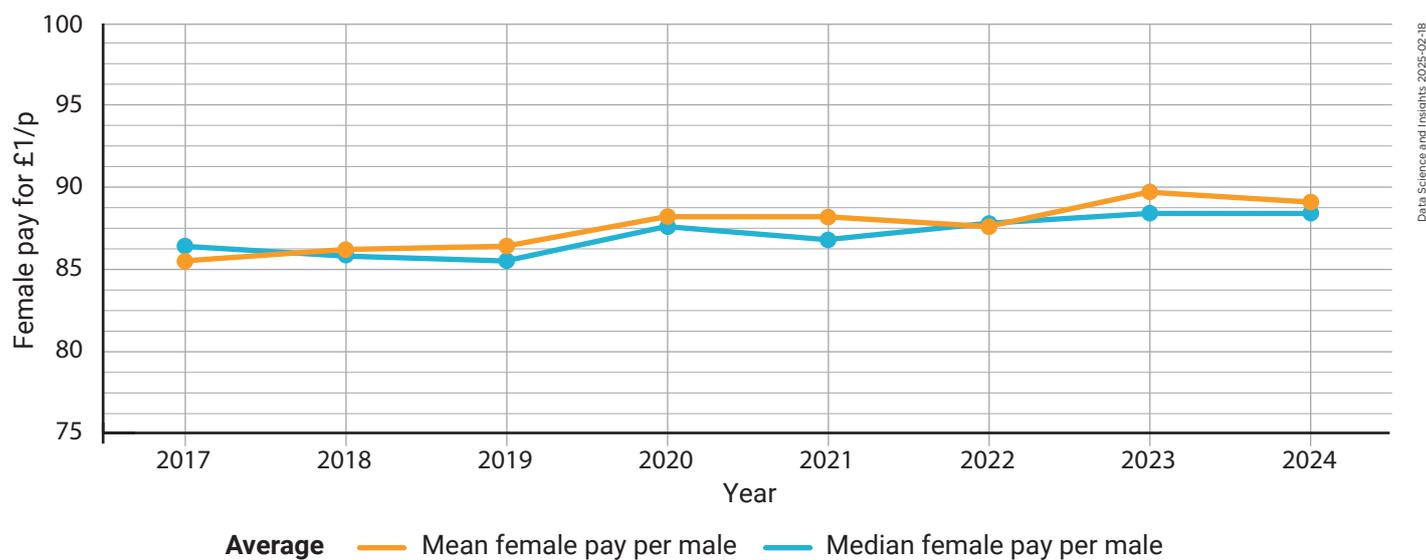
Year	Mean pay gap (%)	Median pay gap (%)
2017	17.0	15.7
2018	16.0	16.6
2019	15.8	17.0
2020	13.4	14.1
2021	13.4	15.2
2022	14.1	13.9
2023	11.5	13.1
2024	12.3	13.1

This distribution impacts the gender pay gap in several ways:

1. Lower quartiles: the higher representation of women among new starters in the lower and lower middle quartiles, where pay is generally lower, contributes to the overall gender pay gap. Since these quartiles have a larger proportion of women, the average hourly pay for women is pulled down, increasing the pay gap. This is because the gender pay gap calculation considers the overall distribution of men and women across all pay levels. As more women are concentrated in lower-paying roles, it has resulted in a higher gender pay gap, even though men and women are paid equally for the same work within those roles.
2. Upper quartiles: the closer ratio of women to men among new starters in the upper and upper middle quartiles indicates some progress towards gender balance in higher-paying roles. Although our Leadership team is majority female, the fact that there are still fewer women than men in these quartiles overall, suggests that there is room for improvement in promoting women to senior, higher-paying positions.
3. Overall impact: the combination of a higher number of women in lower-paying roles and a relatively balanced but still male-dominated upper quartile means that the median and mean pay gaps are influenced by this distribution. The median pay gap remains at 13.1%, and the mean pay gap has slightly increased to 12.3%. These figures highlight the importance of continuing initiatives to support women's advancement into higher-paying roles and ensure fair representation across all pay quartiles. By focusing on these areas, the RSC can continue to make progress towards closing the gender pay gap and promoting fair pay for all employees.
 - Mean pay gap: on the 5th of April 2024, for every pound paid to a man, 89p was paid to a woman. This equates to a mean pay gap of 12.3%. This compares with 90p in 2023 (mean pay gap of 11.5%) and 85p in 2017.
 - Median pay gap: for every pound earned by the man in the middle of the earnings list, the woman in the middle of the earnings list earns 88p. This equates to a median pay gap of 13.1%, unchanged from 2023 but improved from 86p in 2017.

The change in the pay gap as a percentage over time is shown in Figure 1a and in terms of £1 in male pay in Figure 1b. The increase in the mean pay gap from 11.5% to 12.3% is largely due to staff changes. The gender pay gap for new starters is wider than the gender pay gap for the organisation as a whole.

Figure 1b. Female pay for £1 of male pay over time

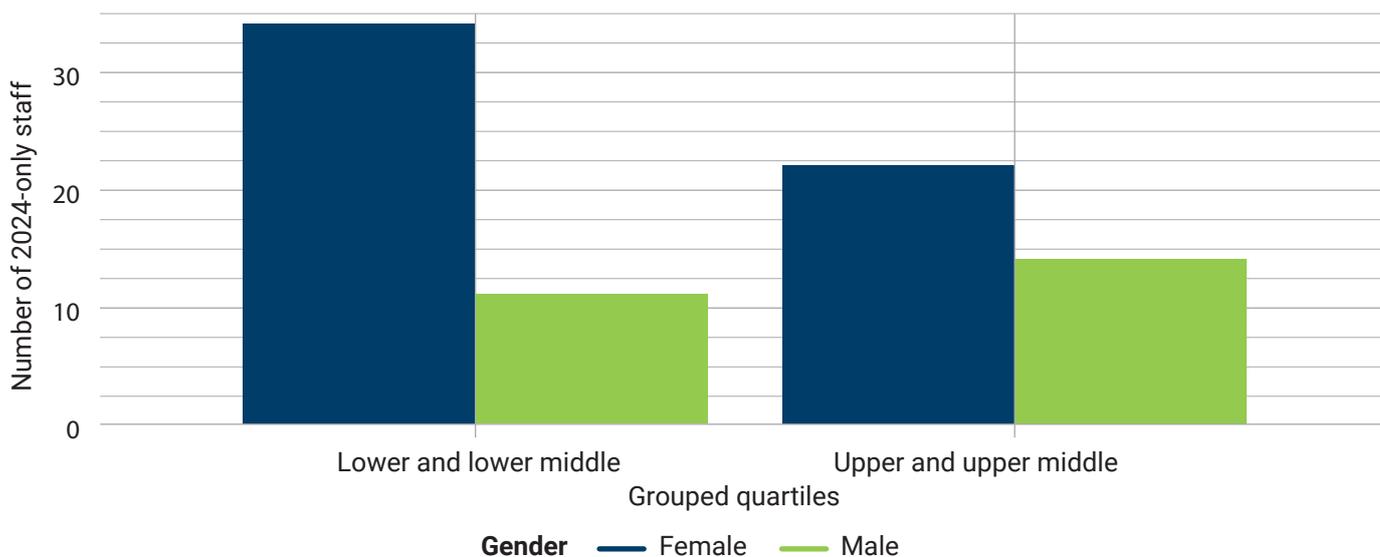


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Table 1b. Female pay relative to male pay

Year	Mean female pay per male £/p	Median female pay per male £/p
2017	85.5	86.4
2018	86.2	85.8
2019	86.4	85.5
2020	88.2	87.6
2021	88.2	86.8
2022	87.6	87.8
2023	89.7	88.4
2024	89.1	88.4

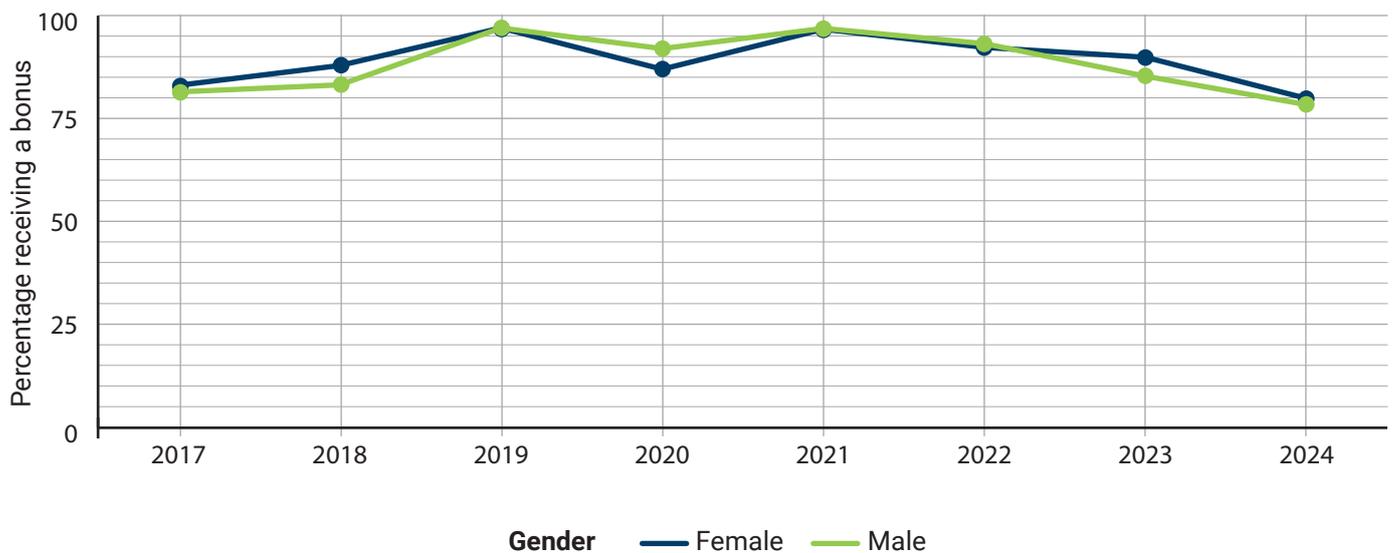
Figure 1c. Starters in 2024 by gender



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Figure 1c shows the number of members of staff who are in the 2024 data but not in the 2023 data and whether they are paid more than the median for all staff (upper and upper middle quartiles) and less than the median (lower and lower middle quartiles). The share of men in the upper half is higher than in the organisation as a whole, while the share of men in the lower half is lower than in the organisation as a whole.

Figure 2. Percentage of staff receiving a bonus



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Bonuses

Bonuses include commission, recognition awards (individual and team Litmus awards), long service awards, employee referral payments (until 2022), non-consolidated lump sums, and other contractual bonuses.

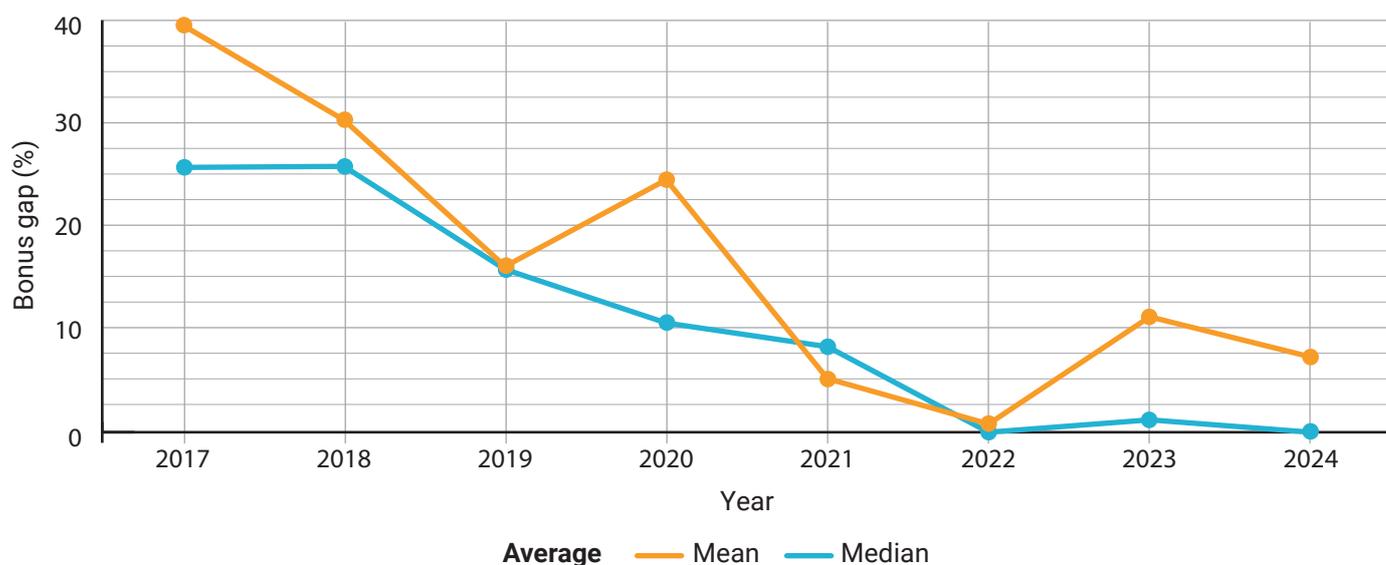
- **Bonus recipients:** 79.7% of women received a bonus of any form in the year up to the 5th of April 2024 compared to 78.4% of men. This is down from 89.9% and 85.3% the year before and is shown in Figure 2.

- **Mean bonus gap:** the mean female bonus per pound was 93p (a gap of 7.3%). This compares to 90p the year before and 72p in 2017.
- **Median bonus gap:** the median female bonus per pound was £1 (a gap of 0%). This means that the median man and the median woman received the same total amount in bonuses over the year. This compares to a median of 99p the year before and 80p in 2017.

Table 2. Percentage of staff receiving a bonus

Year	Female	Male
2017	83.1	81.5
2018	87.9	83.2
2019	97.0	97.0
2020	87.0	92.0
2021	96.7	96.9
2022	92.3	93.2
2023	89.9	85.3
2024	79.7	78.4

Figure 3. Gender bonus gap percentages over time



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The bonus gap has overall shrunk, but the number of both sexes receiving bonuses has also fallen. The change in bonus gap percentages over time is shown in Figure 3 and Tables 3a and 3b.

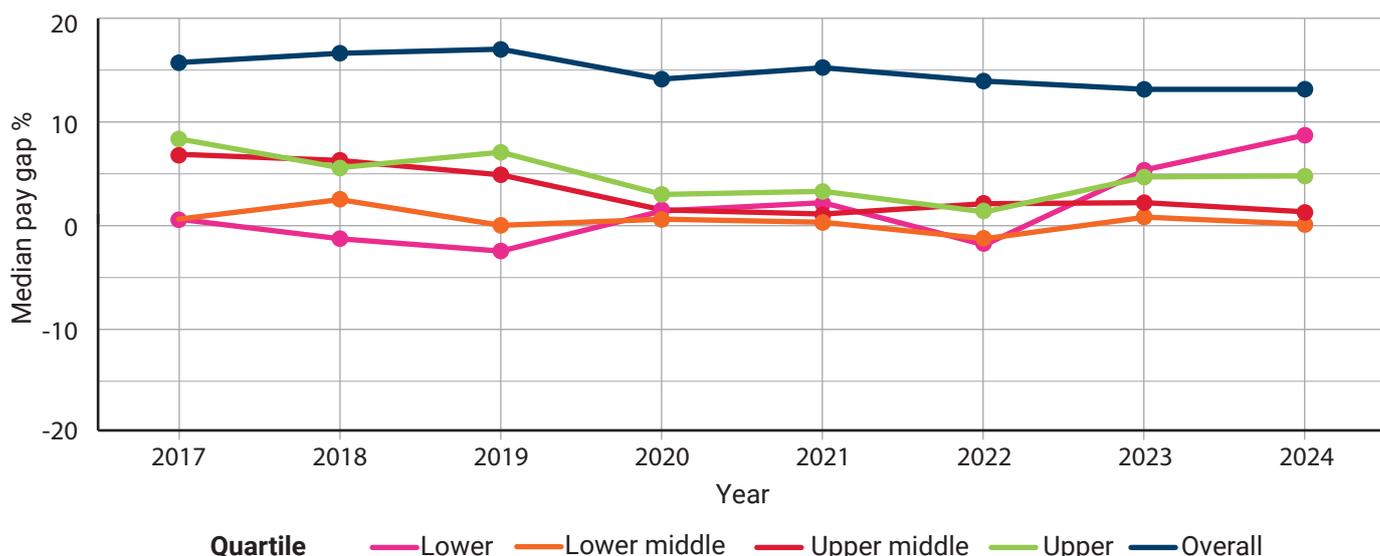
Table 3a. Gender bonus gap percentages

Year	Mean bonus gap (%)	Median bonus gap (%)
2017	39.5	25.7
2018	30.3	25.8
2019	16.1	15.8
2020	24.5	10.6
2021	5.2	8.3
2022	0.8	0.0
2023	11.2	1.2
2024	7.3	0.0

Table 3b. Female total bonuses relative to male total bonuses

Year	Mean total female bonus per male £/p	Median total female bonus per male £/p
2017	71.7	79.6
2018	76.7	79.5
2019	86.1	86.4
2020	80.3	90.4
2021	95.1	92.3
2022	99.2	100.0
2023	90.2	98.8
2024	93.2	100.0

Figure 4a. Median pay gaps by quartile over time



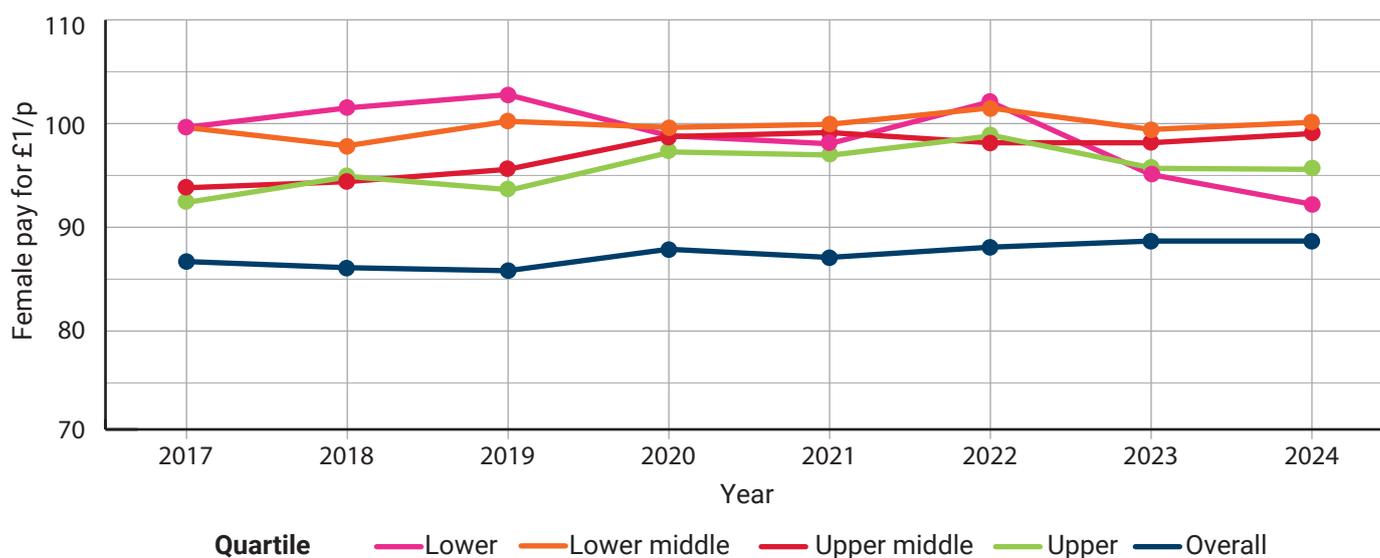
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Pay quartiles

For reporting purposes, colleagues are divided into four quartiles based on their hourly pay, labelled 'upper', 'upper middle', 'lower middle' and 'lower'.

When segmented into pay quartiles, our gender pay gaps (0% to 8.7%) are smaller than the overall pay gap because we are comparing people in similar roles, and we are committed to paying fairly. However, because we are averaging fewer people, the change year-to-year may be larger and will be affected more strongly by people leaving and joining.

Figure 4b. Female pay relative to male pay per quartile



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Table 4a. Median pay gaps by quartile

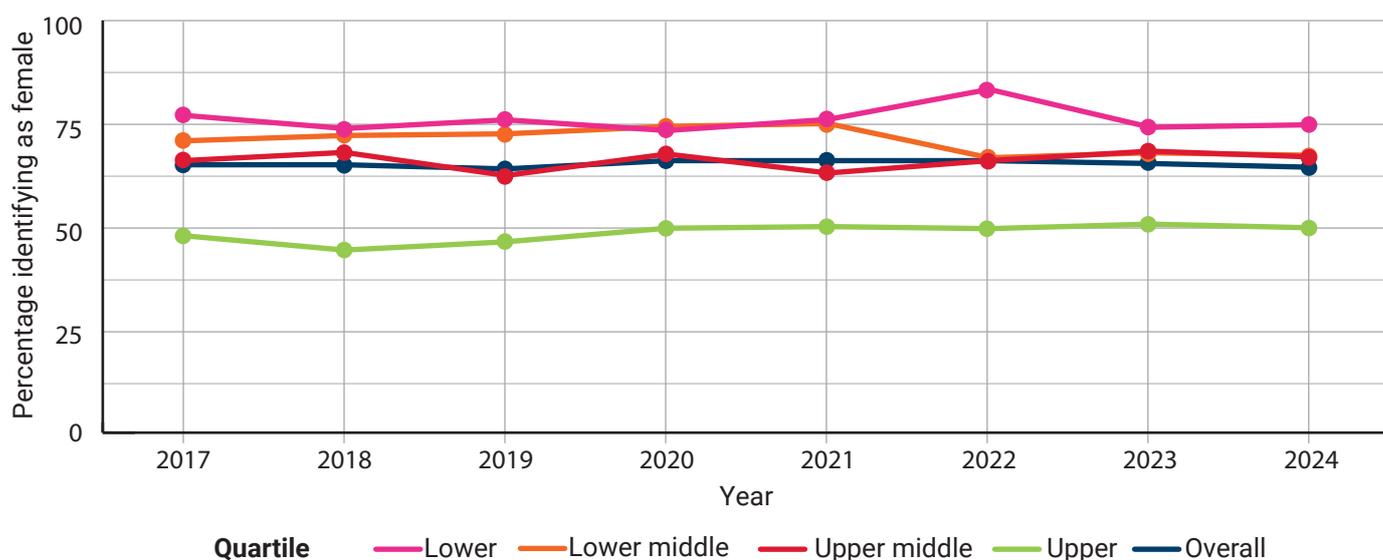
Year	Upper quartile pay gap (%)	Upper middle quartile pay gap (%)	Lower middle quartile pay gap (%)	Lower quartile pay gap (%)	Overall pay gap (%)
2017	8.3	6.8	0.5	0.5	15.7
2018	5.5	6.2	2.4	-1.4	16.6
2019	7.0	4.8	-0.1	-2.6	17.0
2020	2.9	1.4	0.5	1.3	14.1
2021	3.2	1.0	0.2	2.1	15.2
2022	1.2	2.0	-1.4	-2.0	13.9
2023	4.6	2.1	0.7	5.3	13.1
2024	4.7	1.2	0.0	8.7	13.1

- **Upper quartile:** in the upper quartile, the 25% of the staff with the highest hourly pay, the median woman was paid 96p for every £1 paid to the median man, a median pay gap of 4.7%.
 - **Upper middle quartile:** in the upper middle quartile, the median woman was paid 99p for every £1 paid to the median man, a gap of 1.2%.
 - **Lower middle quartile:** in the lower middle quartile, the median woman was paid £1 for every £1 paid to the median man, which means a gap of 0%.
 - **Lower quartile:** in the lower quartile, the median woman was paid 92p for every £1 paid to the median man, a gap of 8.7%.
- These gaps have narrowed slightly since last year apart from the lower quartile gap which has widened from 5.3% to 8.7%. The change over a longer timescale is shown in Figures 4a and 4b and Tables 4a and 4b.

Table 4b. Median female pay relative to male

Year	Upper quartile female pay per male £/p	Upper middle quartile female pay per male £/p	Lower middle quartile female pay per male £/p	Lower quartile female pay per male £/p	Overall female pay per male £/p
2017	92.3	93.6	99.5	99.5	86.4
2018	94.8	94.2	97.7	101.4	85.8
2019	93.5	95.4	100.1	102.7	85.5
2020	97.2	98.6	99.5	98.7	87.6
2021	96.9	99.0	99.8	97.9	86.8
2022	98.8	98.0	101.4	102.0	87.8
2023	95.6	98.0	99.3	94.9	88.4
2024	95.5	98.9	100.0	92.0	88.4

Figure 5. Gender split in each pay quartile over time



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Gender splits by quartile

- **Upper quartile:** 50% were female, down from 51% the year before
- **Upper middle quartile:** 67%, down from 68%
- **Lower middle quartile:** 75%, up from 74%
- **Lower quartile:** 65%, unchanged from 2023

The change over time is shown in Figure 5 and Table 5.

Table 5. Gender split by quartile over time

Year	Upper (%)	Upper middle (%)	Lower middle (%)	Lower (%)	Overall (%)
2017	47.8	66.0	70.8	77.0	65.0
2018	44.3	68.0	72.1	73.8	65.0
2019	46.3	62.4	72.5	75.9	64.0
2020	49.6	67.6	74.3	73.3	66.0
2021	50.0	63.0	75.0	76.0	66.0
2022	49.5	66.0	66.7	83.3	66.0
2023	50.6	68.3	67.9	74.1	65.3
2024	49.7	66.9	67.3	74.7	64.6

We're confident that we're continuing to enable fair pay at the Royal Society of Chemistry.

Nurturing a diverse and inclusive workplace is a strategic priority for the RSC, and we want to make sure we get it right.

Ensuring equitable and fair reward and pay

- **Performance-related pay:** in 2024, we reintroduced performance-related pay with mechanisms to ensure fair and consistent reviews. Pay increases are linked to the delivery of agreed objectives, market movement, and affordability. In 2025, we will launch a new HR information system (HRIS) which will allow us, in future, to accurately monitor and track pay awards across a range of criteria.
- **Benchmarking and grading structure:** in 2024, we introduced a new grading structure, designed to provide clarity and support career progression within the RSC. We also benchmarked all roles (grades and pay) across the entire organisation using objective external information to ensure everyone is within their market pay range.
- **Intersectional data analysis:** the HRIS we introduce in 2025 will enable more accurate and efficient data collection and reporting. This system will allow us to explore intersectionality and its impact on pay equity by analysing how different factors (e.g., gender, race, disability) intersect.

Promoting career development and progression

- **Kallidus eLearning:** in 2024, we introduced Kallidus, offering a wide range of high quality eLearning courses designed to support every employee's personal and professional development. Topics include wellbeing, customer service, presentation skills, leadership, and management.
- **Career Changes:** we support lateral career development and profession pivots. Although this sometimes results in people choosing to take lower-paying roles – affecting our gender pay gap – both we and the employee benefit from them widening their skillsets and increasing their knowledge of other areas within the business.

Inclusive recruitment practices

- **Bias-free recruitment:** we continue to implement bias-free recruitment practices, such as using gender-neutral language in job advertisements. With the new technology to track and analyse data, we will identify further options to reduce biases in the recruitment process.
- **Diverse candidate pools:** we actively seek to attract a diverse pool of candidates. Our careers site highlights our dedication to creating an environment where employees feel comfortable bringing their authentic selves to work. Our adverts showcase hybrid and flexible work arrangements and the range of benefits we offer.

Flexible working arrangements

- **Flexible work:** we continue to promote flexible working arrangements, including hybrid work, flexible hours, and part-time opportunities.
- **Enhanced parental leave:** we will continue to promote our enhanced parental leave policies, supporting both men and women in balancing work and family responsibilities.

Fostering an inclusive workplace culture

- **Employee networks:** we continue to strengthen support for employee networks that drive positive change in various diversity areas. We provide these networks with the resources and visibility needed to make an impact.
- **Inclusion training:** we offer regular training on topics such as unconscious bias, inclusive leadership, and micro-incivilities to create a more inclusive workplace.

Engaging in external collaborations

- **Collaborations:** we continue to collaborate with external partners to share insights, knowledge, and tools to advance inclusion and diversity.

These initiatives reflect our commitment to creating a fair, diverse, and inclusive workplace at the Royal Society of Chemistry.

Conclusion

The Royal Society of Chemistry remains committed to promoting fair pay and fostering an inclusive workplace. Our gender pay gap report for 2024 highlights both progress and areas for improvement. While the median pay gap has remained stable at 13.1%, the mean pay gap has increased slightly to 12.3%, reflecting the need for continued efforts to support women's career progression in the lower quartiles.

We remain confident that we compensate women and men equitably for comparable roles: our gender pay gap does not reflect unequal pay for equal work. For instance, the median female bonus per pound was £1, indicating no gap, as both the median man and woman received the same total amount in bonuses over the year. This compares to a median of 99p the year before and 80p in 2017.

The figures for new starters in 2024 show that in the lower and lower middle quartiles, there were significantly more women compared with men. Conversely, in the upper and upper middle quartiles, the number of women was closer to the number of men. This distribution impacts the gender pay gap and highlights the importance of our ongoing initiatives.

We have implemented several initiatives to ensure equitable and fair reward and pay, promote career development, and foster an inclusive workplace culture. These include reintroducing performance-related pay, conducting pay audits, and offering extensive eLearning opportunities. In 2025, we will launch a new HR information system (HRIS) to enable more accurate and efficient data collection and reporting. This system will allow us to explore intersectionality and its impact on pay equity by analysing how different factors (e.g., gender, race, disability) intersect. In the long term, this will help us to develop career pathways and support targeted talent development.

Nurturing a diverse and inclusive workplace is a strategic priority for the RSC, and we want to make sure we get it right. We continue to implement bias-free recruitment practices, promote flexible working arrangements, and support employee networks. Our commitment to diversity and inclusion is further strengthened through collaborations with external partners, enabling us to share insights and tools to advance our goals. By focusing on these areas, we aim to close the gender pay gap and promote fair pay for all employees at the Royal Society of Chemistry.

We recognise that achieving sustainable pay equity is an ongoing journey, and we are dedicated to making continuous improvements. Through our strategic initiatives and unwavering commitment, we strive to create a workplace where all employees feel valued, respected, and fairly rewarded. We are confident that we are on the right path.

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