

Bristol, Clifton and West of England Zoological Society Limited ('BZS')

Gender Pay Gap Report as at 5 April 2025

WHAT IS THE GENDER PAY GAP?

UK employers with more than 250 employees are required to report on their gender pay gap.

The gender pay gap measures the difference between the average earnings of women and men and illustrates this as a percentage of men's earnings. This is expressed through reporting the differences in mean and median earnings between women and men calculated on the basis of equivalent hourly rates. The mean pay gap is the difference between the average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women when ranked highest to lowest.

The gender pay gap should not be confused with equal pay, which requires that women and men carrying out the same or similar work in the same employment receive the same pay.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We did not have any bonus payments made in the snapshot pay period to report on.

MEAN AND MEDIAN GENDER PAY GAP

The figures are based on employee data as at 5th April 2025. At this date, BZS employed 148 staff, 34% of which were male and 66% were female.

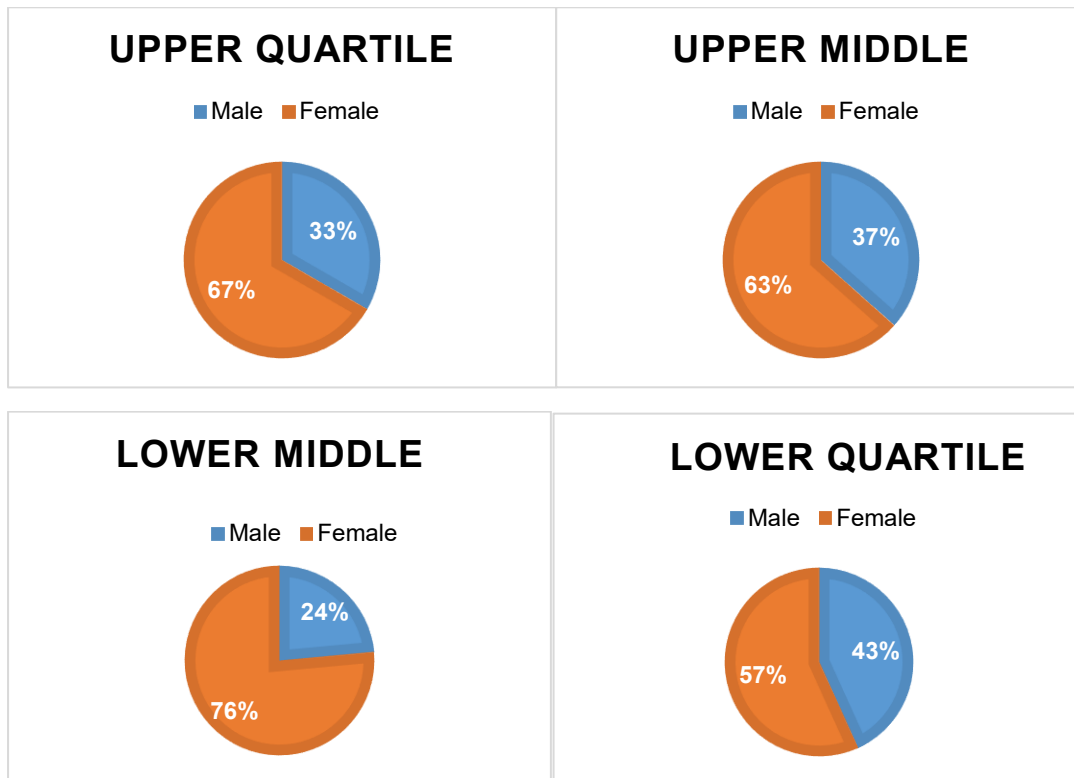
The results were as follows:

- **Mean gender pay gap** **5.44%** (7.30% in 2024)
- **Median gender pay gap** **0%** (-3.15% in 2024)

The BZS median gender pay gap of 0% is significantly below the UK median pay gap of 6.9% (ONS – Office of National Statistics, November 2025).

GENDER SPLIT – BY PAY QUARTILE BAND

The following charts show the gender split when we order hourly rate of pay from highest to lowest and group into four equal pay quartiles.



Our pay quartiles confirm that a key driver of the gender pay gap is that a significant proportion of BZS employees are women in all quartiles.

LOOKING TO THE FUTURE

BZS is committed to creating a truly inclusive workplace, where everyone is welcome. We remain committed to removing the gender pay gap within our organisation and are very pleased to have been able to do so regarding the median gender pay gap in 2025.

We have been monitoring our gender pay gap since 2019 and voluntarily published our data since 2021. BZS is determined to create a fairer gender balance and a fully inclusive, diverse organisation that people want to be part of regardless of background. This work is overseen by the People Committee who are accountable to our Trustees.

Certified and confirmed as accurate by:

Dr Justin Morris, Chief Executive