

# Reed in Partnership Ltd

## 2019 Gender Pay Gap Report



Reed in Partnership is part of the world's largest family owned recruitment company, and our values are at the core of everything we do. We are fair, open and honest, we take ownership and we work together. Our purpose is "Improving Lives Through Work".

Reed in Partnership is committed to building and maintaining a workforce whose diversity is representative of the communities in which we operate. Having a diverse workforce throughout the business will allow us to utilise a range of different skills, experiences and perspectives that should ensure our success in the future.

We believe it is to the benefit of everyone that large organisations are required to be transparent on the topic of gender pay. In this report, we outline the gender pay gap and bonus pay gap for Reed in Partnership. We take this opportunity to highlight our commitments and initiatives to continue to tackle the gap moving forwards.

I can confirm that the figures declared in this report are accurate as at the snapshot date of 5th April 2019. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in dark ink, which reads "Ian Nicholas". The signature is written in a cursive, slightly slanted style.

**Ian Nicholas**  
**Chief HR Officer**

# What is the Gender Pay Gap...

In 2017, all organisations in the UK with 250 or more employees had to begin reporting their gender pay gap. We are required to report on a snapshot date of 5th April each year.

## Gender pay is different to equal pay

The gender pay gap is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Equal pay measures whether men and women are paid the same for doing the same job.

## Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of Co-Members in that gender.

## Median

The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

# Our Results

## Gender Pay Gap

Median

9.8%

The median pay of men is 9.8% higher than that of women

Mean

12.0%

The mean pay of men is 12.0% higher than that of women

## Bonus Pay Gap

19.7%

The median bonus pay of men is 19.7% higher than that of women

-110.1%

The mean bonus pay of women is 110.1% higher than that of men

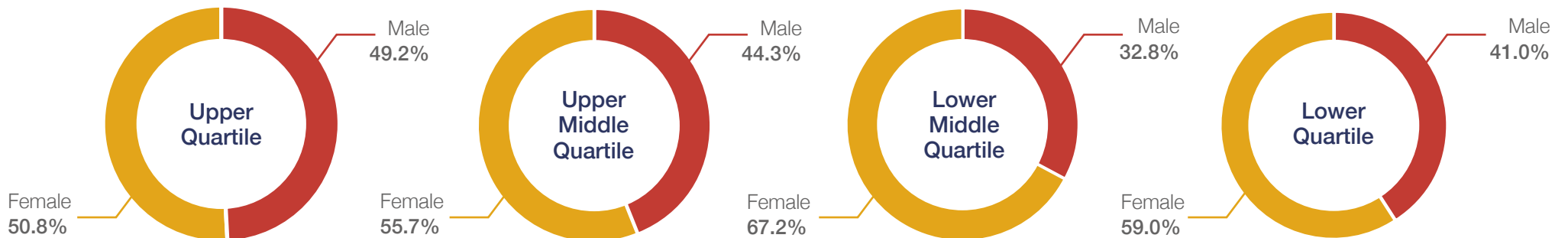
## Proportion of Co-Members Receiving a Bonus

6.9% of men | 9.0% of women

6.9% of all men and 9.0% of all women received bonus pay

## Proportion of Co-Members in each pay quartile

The quartiles are derived from ranking all relevant Co-Members from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total Co-Members in that pay quartile.



# What our Results Mean...

## Understanding the gap

We are pleased to have made progress in closing our gender pay gap for a second consecutive year, with our mean pay gap having reduced from 12.9% to 12%. This improvement is driven by two factors:

1. An increase in the female representation within the Upper Middle Quartile from 51% to 56%. This is reflective of the increase of females in more specialist roles outside of London such as Employment & Skills Trainers and Health & Wellbeing Advisers.
2. A significant reduction in the pay gap within the Upper Quartile from 10.4% to 5.5%. This is reflective of the fact that we now have a 50% female representation on our Board of Directors.

Due to the nature of the public services we deliver, our remuneration model does not, in general, include bonus payments, with only 7% and 9% of male and female Co-Members receiving bonus, respectively. There were a small number of one off performance related bonuses and secondment bonuses which has resulted in the mean female bonus being considerably higher than that of male Co-Members. The male median bonus payment is driven by over 40% of the male sample receiving bonuses under our Recruit a Friend incentive scheme. Given the relatively small sample, mean and median figures can be significantly impacted by only a handful of Co-Members.

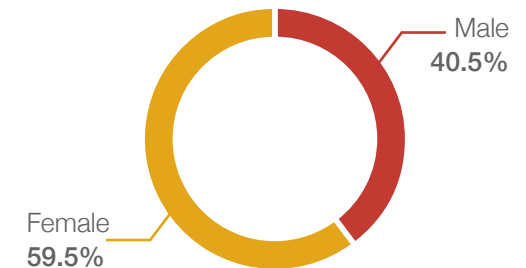
Overall our gender pay gap is driven by the large numbers of Co-Members in front-line roles which fall in the lower quartile, in which we have a higher representation of females.

## Reed in Partnership Demographics

Total Co-Members in Reed in Partnership:



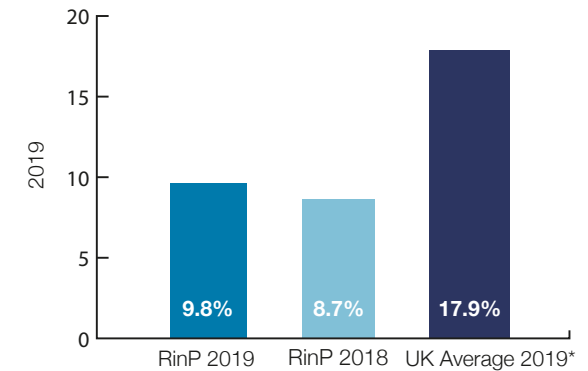
Gender Split of Co-Members:



## Putting our pay gap in context

Reed in Partnership's median hourly pay gap is significantly lower than the UK average.

We are pleased that our mean hourly pay gap has fallen from 12.9% to 12.0%.



\*Source: ONS

# We're on a Journey...

We are proud of our accomplishments so far and will keep working hard for further improvements. Below are some of the commitments and initiatives we have introduced to continue to close the gender pay gap.

## Closing The Gap

We continue to work towards closing the gender pay gap, by improving the number of women in leadership roles and supporting our female Co-Members to prosper in the workplace through a number of initiatives.

In 2019 alone we have introduced an improved Enhanced Maternity Pay benefit and created a Returner Mentoring Scheme supporting all Co-Members who are due to go on, return from, or have recently returned from Maternity, Adoption or Shared Parental Leave.

In addition, we have a newly appointed 'Women in the Workplace Diversity Champion' who will play an integral role in our business wide Inclusion & Belonging Steering Group; taking a lead on how the business can build on and improve inclusion amongst females within Reed in Partnership.

These new initiatives sit alongside an already successful Women in Leadership Mentorship scheme, which is now running its second successful cohort. This mentorship scheme has received very positive reviews with alumni from the scheme's first cohort highlighting the positive impact it has had on their personal and professional development, with some having already progressed into leadership roles.

## Chairman's Commitment

In 2018, our Chairman James Reed pledged that REED will seek to have women make up 50% of its senior leadership team over the next 3-5 years. They will be there because they are good at their jobs. We will meet this through succession planning and supporting the development of female talent.

