

Reed in Partnership

2018 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.

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 2018. 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 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

8.7%

The median pay of men is 8.7% higher than that of women

Mean

12.9%

The mean pay of men is 12.9% higher than that of women

Bonus Pay Gap

31.4%

The median bonus pay of men is 31.4% higher than that of women

48.4%

The mean bonus pay of men is 48.4% higher than that of women

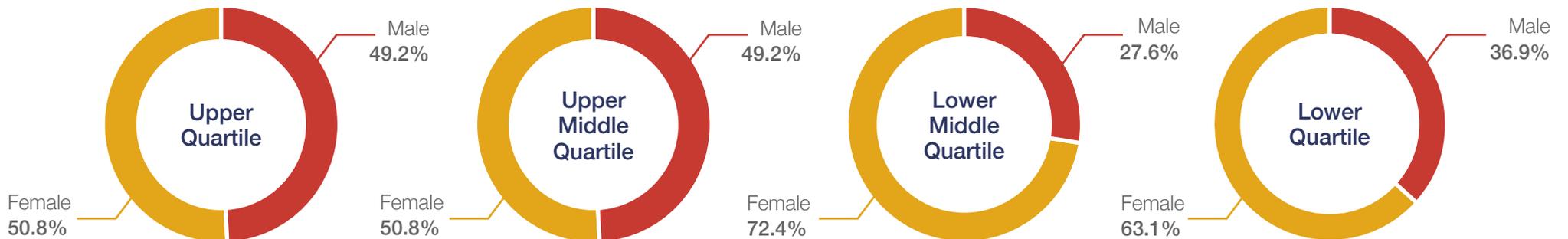
Proportion of Co-Members Receiving a Bonus

6.0% of men | 11.0% of women

6.0% of all men and 11.0% 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.



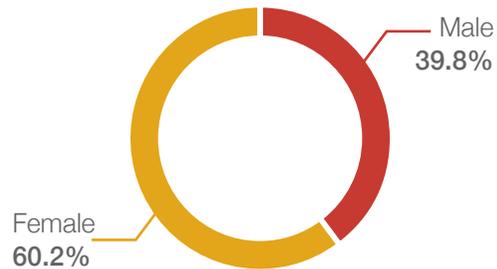
What our Results Mean...

Reed in Partnership Demographics

Total Co-Members in Reed in Partnership:

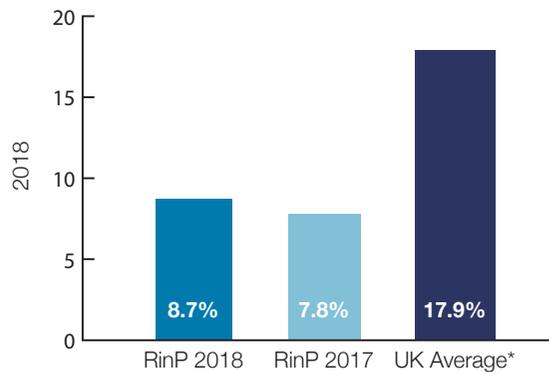


Gender Split of Co-Members:



Putting our pay gap in context

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



*Source: ONS

Understanding the gap

We are pleased to have made progress in closing our gender pay gap, with our mean pay gap having reduced from 14.5% to 12.9%, an 11% improvement. This improvement is driven by a 9% increase in the proportion of women in our upper quartile, which is now comprised of a 51:49 female to male ratio. Whilst we are disappointed to have seen a small increase in the median pay gap from 7.8% to 8.7%, this is reflective of significant business growth during which we appointed large numbers of front-line roles which fall in the lower quartile, in which we have a higher representation of women.

Due to the nature of the public services we deliver, our remuneration model does not, in general, include bonus payments, with only 6% and 11% of male and female employees receiving bonus, respectively. A significant proportion of these bonuses are comprised of non-performance related pay, such as additional remuneration for secondments.

Overall our gender pay gap is driven by the composition of our senior management teams, which are predominantly male. The business is working hard to improve the number of women in leadership roles, one example being the recent appointment of two female Directors to our Board, with there now being a 38% female representation.

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.

Chairman's Commitment

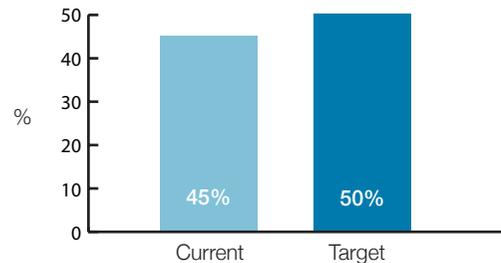
In 2018, our Chairman James Reed pledged that REED will seek to have women make up 50% of its senior leadership team over the next 3-5 years. They will be there because they are good at their jobs. We will meet this through succession planning and supporting the development of female talent.

Women in Leadership

In 2018 we successfully launched a female mentoring programme which provides support and advice to foster success. The scheme has proved very popular with 30 employees participating in its inaugural cohort. The scheme will be opened up to new participants later in 2019.

We are also holding quarterly talks by successful women in business to inspire our Co-Members and provide role models. Additionally, we have launched a resource centre to provide employees with access to literature, events and other materials to support their learning and development.

Working towards our Women in Leadership Target



What's next?

We will continue to build and develop on our Women in Leadership commitments, alongside identifying other initiatives, training and resources that will support our inclusion and diversity strategy.

Valuing diversity allows us to create a workplace where Co-Members can thrive, and be the best they can be each day.

