



**RENDALL & RITTNER OPERATIONS  
LIMITED  
GENDER PAY GAP REPORT 2025**

# GENDER PAY GAP REPORT 2025

## SCOPE

This report covers employees of RENDALL & RITTNER OPERATIONS LIMITED for the year starting 6<sup>th</sup> April 2024 and ending 5<sup>th</sup> April 2025.

## WHAT IS GENDER PAY GAP REPORTING?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 state that employers with at least 250 employees are required to publish metrics on specific gender pay information:

- Mean and median gender pay gap, using hourly rates
- Mean and median bonus pay gap
- Proportion of male and female employees receiving a bonus
- Proportion of male and female employees by quartile pay band

The regulations require employers to report annually, and within 12 months using April payroll data, including bonuses, so we report on mean and median gender pay and bonus gaps and quartile bands. The four quartile bands are an even distribution of our employees from the highest hourly rate to the lowest.

For the purposes of this report, and to aid transparency, we are reporting on one combined and two separate employee groups; Rendall & Rittner Operations Limited all employees and split between head office and onsite. The onsite group are employed directly for the benefit of our clients, who with our guidance and recommendations agree rates of pay and are involved at their request in recruitment, particularly for senior appointments.

# GENDER PAY GAP REPORT 2025

## **WHAT IS A GENDER PAY GAP?**

Most organisations in the UK have a gender pay gap but this does not mean that men and women are paid differently for the same or equal work. The gender pay gap is the measure between the average earnings of men and women across an organisation, regardless of their role or seniority.

## **WHAT IS THE DIFFERENCE BETWEEN GENDER PAY AND EQUAL PAY?**

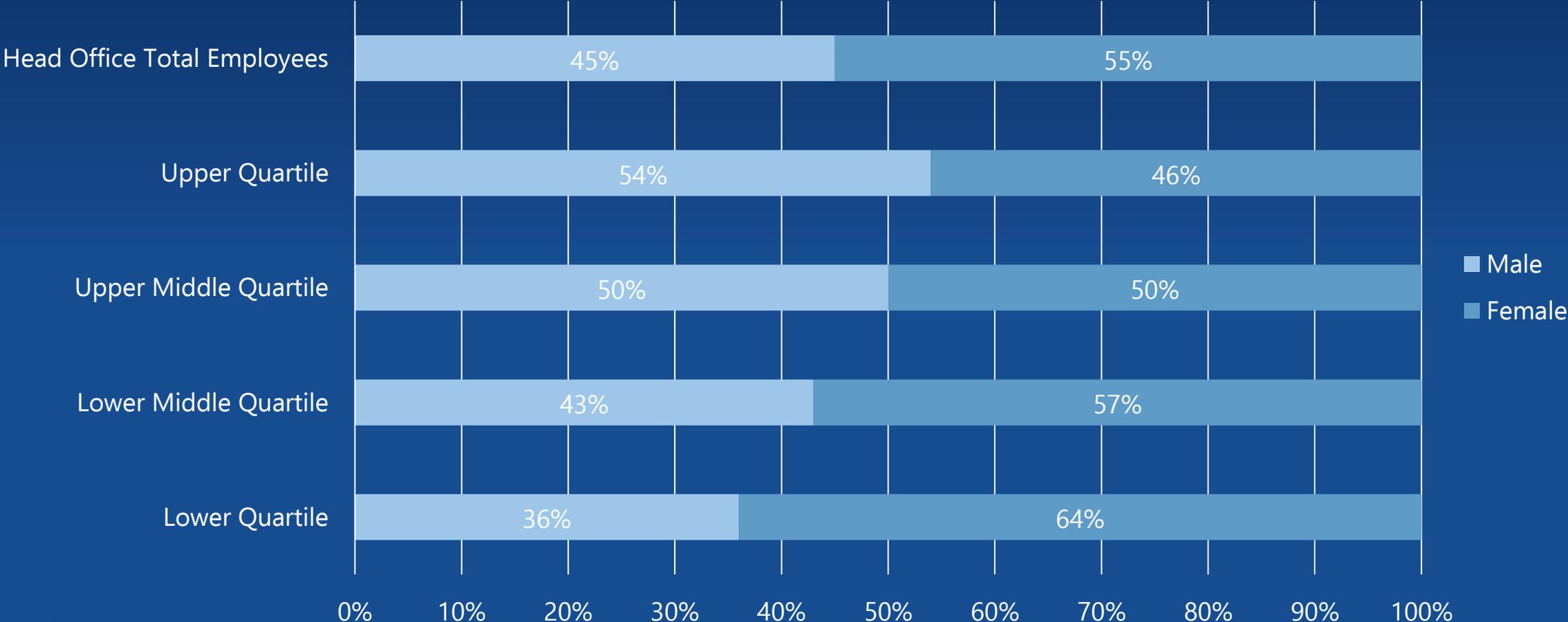
Equal pay relates to men and women being paid equally for the same or like work. This is a legal requirement in the UK and a principle that Rendall & Rittner remains committed to and one that we are confident that we abide by.

## **WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?**

The mean figure is the average hourly rate for the group of employees in the quartile, once all the salaries are added up and divided by the number of employees. The mean gender pay gap is the difference between the average hourly rate for male employees and female employees. The median figure falls in the middle of the range when employees' salaries in the quartile are lined up from lowest to highest. The median gender pay gap is the difference between the hourly rate in the middle of male salaries and the hourly rate in the middle of the female salaries.

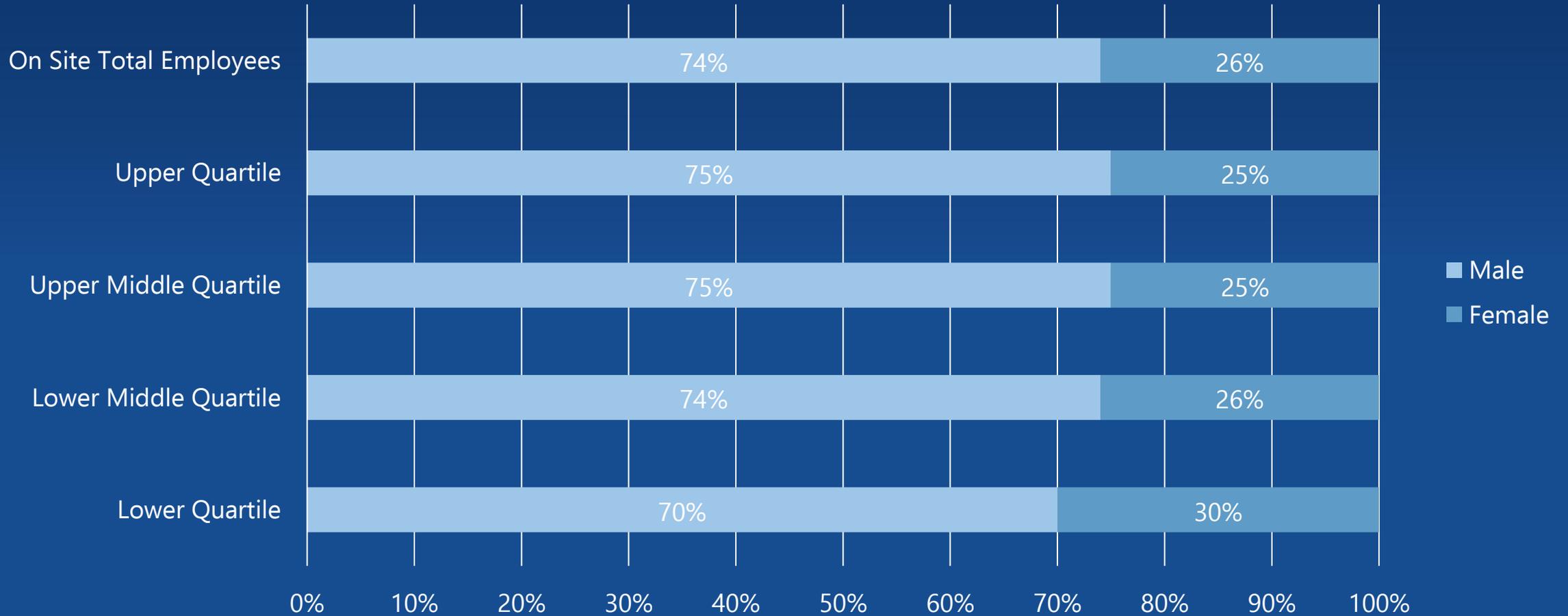
Typically, the median figure is more representative as the mean figure can be skewed by a handful of highly paid employees. A large difference between the mean and the median figures can indicate inequality at either end of the pay scales but generally it would be at the higher end of the scale.

# GENDER SPLIT HEAD OFFICE

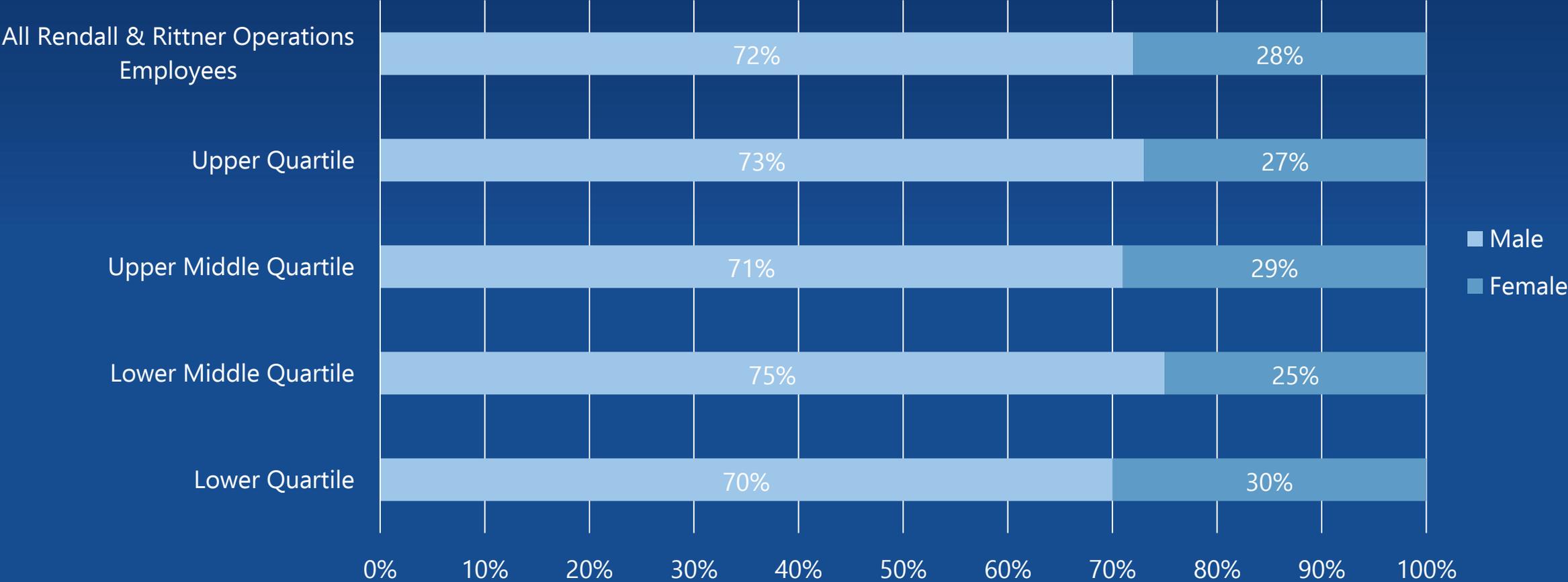


55 employees are included in this report

# GENDER SPLIT ONSITE



# RRO GENDER SPLIT - COMBINED



1,365 employees are included in this report

# GENDER PAY GAP

	Mean Gender Pay Gap			Median Gender Pay Gap		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
Head Office 2025	£27.70	£23.45	+13.46%	£24.29	£20.87	+14.08%
On Site 2025	£14.84	£13.68	+7.82%	£13.15	£12.83	+2.43%
Rendall & Rittner Operations Limited	£15.16	£14.47	+4.53%	£13.18	£12.96	+1.67%

# GENDER PAY GAP – REVIEW

## HEAD OFFICE:

The mean hourly rate for males is £27.70, while for females it is £23.45, resulting in a mean gender pay gap of +13.46% in favour of males.

The median hourly rate for males is £24.29, and for females, it is £20.87, leading to a median gender pay gap of +14.08% in favour of males. The gender split within HO show more males employed in senior positions (8%) which would contribute to this difference, with a higher percentage difference in the lower middle and lower quartile where more females are employed.

## ON SITE:

The mean hourly rate for males is £14.84, whereas for females it is £13.68, resulting in a mean gender pay gap of +7.82% in favour of males.

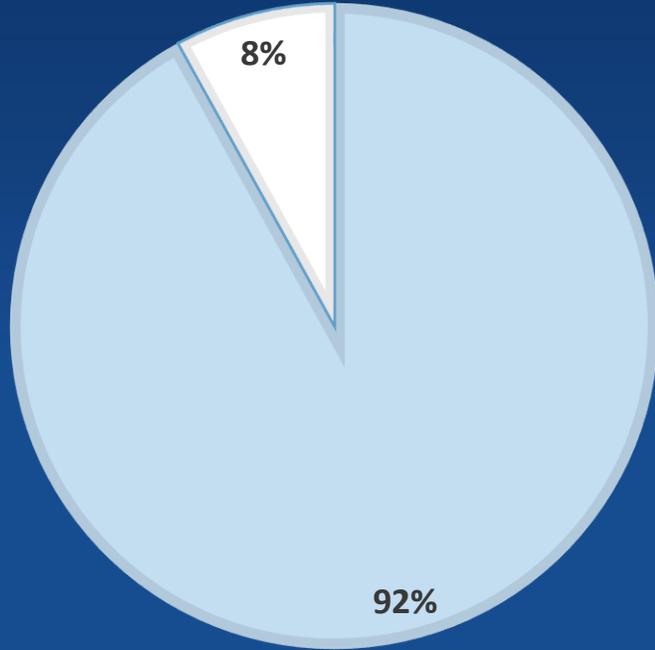
The median hourly rate for males is £13.15, and for females, it is £12.83, resulting in a median gender pay gap of +2.43% in favour of males. Within our industry there are more male employees for onsite roles. The gap on median hourly rates is low. For the mean hourly rate, this is reflected in the seniority of onsite roles where more males are employed.

## RENDALL & RITTNER OPERATIONS LIMITED:

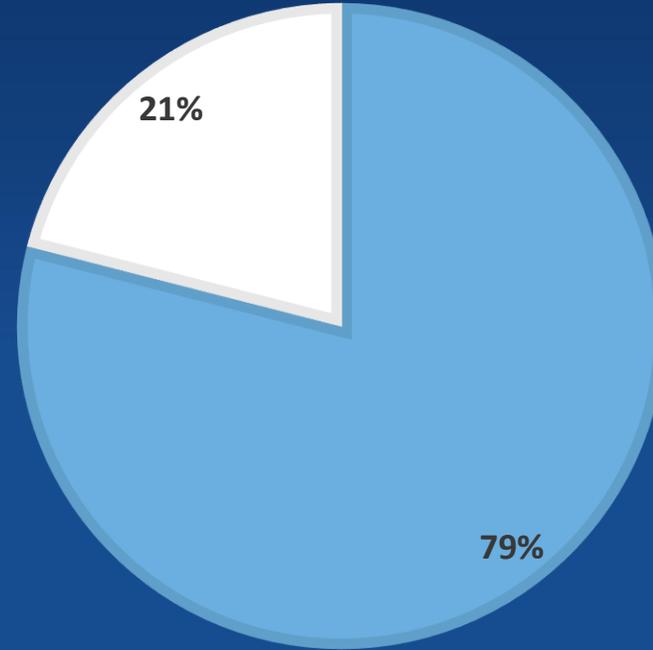
The mean hourly rate for males is £15.16, while for females it is £14.47, resulting in a mean gender pay gap of +4.53% in favour of males.

The median hourly rate for males is £13.18, and for females, it is £12.96, leading to a median gender pay gap of +1.67% in favour of males. With more males employed, the variances show a close gap between genders which is positive.

# HEAD OFFICE DISCRETIONARY BONUS GENDER SPLIT

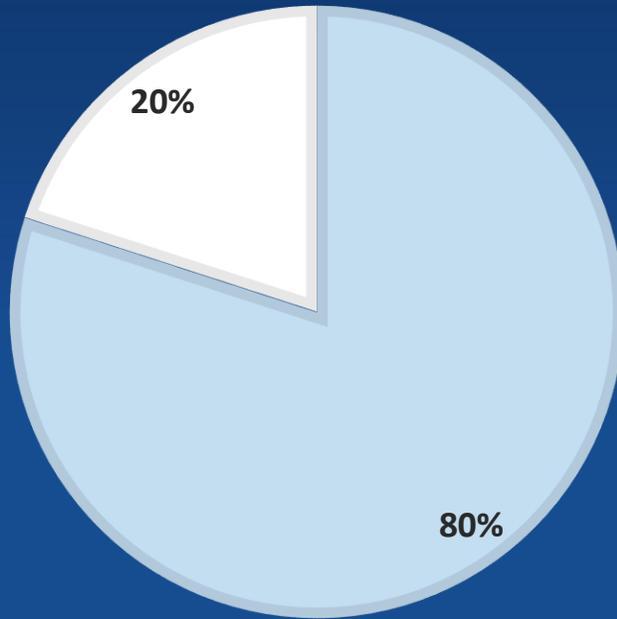


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

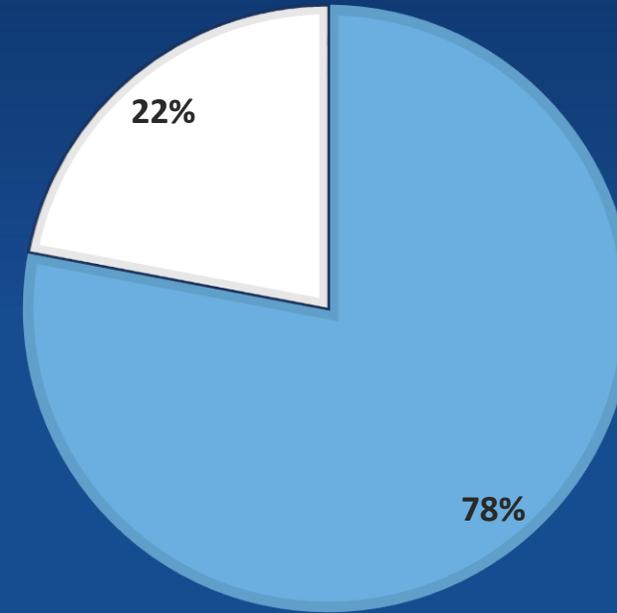


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

# ONSITE DISCRETIONARY BONUS GENDER SPLIT

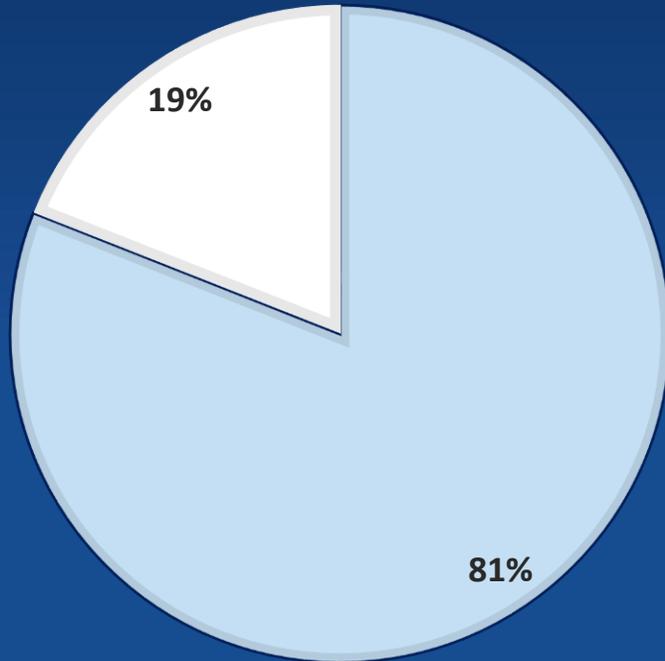


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

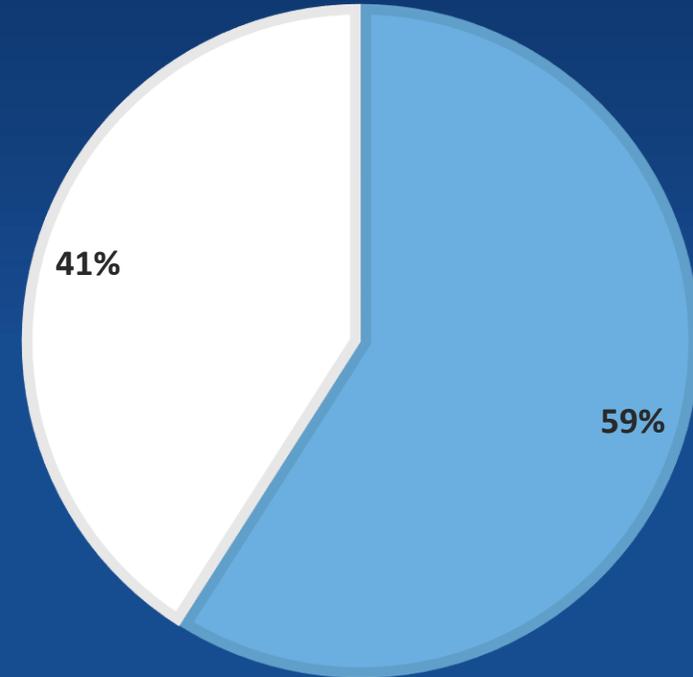


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

# RRO DISCRETIONARY BONUS GENDER SPLIT



- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus



- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

# DISCRETIONARY BONUS PAY GAP

	Mean Bonus Pay Gap			Median Bonus Pay Gap		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
Head Office	£1,725.71	£1,434.48	+16.88%	£800.00	£640.00	+20.00%
On Site	£822.13	£723.03	+12.05%	£700.00	£549.05	+21.56%
Rendall & Rittner Operations Limited	£849.27	£778.69	+8.31%	£559.05	£500.00	+10.56%

# DISCRETIONARY BONUS PAY GAP REVIEW

## HEAD OFFICE:

The mean bonus pay for males is £1,725.71, while for females it is £1,434.48, resulting in a mean bonus pay gap of +16.88% in favour of males.

The median bonus pay for males is £800, and for females, it is £640, leading to a median bonus pay gap of +20.00% in favour of males. The gender split within HO show more males employed in senior positions (8%) which would contribute to this difference, with a higher percentage difference in the lower middle and lower quartile where more females are employed. Typically, discretionary bonus payments are in direct correlation with salary.

## ON SITE:

The mean bonus pay for males is £822.13, whereas for females it is £723.03, resulting in a mean bonus pay gap of +12.05% in favour of males.

The median bonus pay for males is £700, and for females, it is £549.05, resulting in a median bonus pay gap of +21.56% in favour of males. There are more males employed in senior onsite roles than females contributing to the variances.

## RENDALL & RITTNER OPERATIONS LIMITED:

The mean bonus pay for males is £849.27, while for females it is £778.69, resulting in a mean bonus pay gap of +8.31% in favour of males. The median bonus pay for males is £559.05, and for females, it is £500, leading to a median bonus pay gap of +10.56% in favour of males. As stated above, there are more males employed in senior RRO roles than females contributing to the variances.

It is important to note that discretionary bonuses are subject to eligibility criteria based on start date within the reporting year and performance.

# GENDER EQUALITY

We are committed to attracting and retaining the best staff in the industry, whatever their gender, and we regularly survey our staff to obtain their views on how we are operating via pulse surveys and employee feedback.

Rendall & Rittner is very proud of the diversity within its workforce and we remain absolutely committed to continue to drive equality and diversity across the organisation. We have the following initiatives in place:

- All recruitment processes are designed to ensure non bias and gender neutrality
- Investment in training and development for all employees in equality and diversity
- Working closely with clients to drive the Living Wage Foundation initiative
- Long service sabbaticals for certain roles within the organisation
- Graduate and Apprentice schemes to encourage careers within the industry
- A wellbeing programme accessible to all employees
- Inclusive bonus schemes that are fair and equitable to all

# CLOSING STATEMENT FROM OUR CEO REVIEW

We are pleased to see that our pay gaps are low. This shows that we already have some great processes and initiatives in place. We have a much higher number of male employees in our onsite roles, which is reflective of our industry. However, we will continue to address this balance by:

- Continuing regular training initiatives promoting EDI and our All In initiatives
- Ensuring all those involved in hiring decisions have regular training to ensure there is no unconscious bias
- Strengthening career development and talent management frameworks
- Promoting flexibility and the opportunity to work flexibly in our recruitment adverts
- Continuing with our Pulse Surveys and acting on feedback from our employees
- Partnering with universities to attract new talent, from graduates and apprentices to more senior roles.
- Developing further relationships with local communities to attract local employees, particularly for onsite roles.

I confirm that the information contained in this report is accurate.



Catherine Riva  
Co-CEO, Rendall & Rittner  
30 March 2026