

RENDALL & RITTNER LTD

GENDER PAY GAP REPORT



SCOPE

This report is for employees of Rendall & Rittner Limited for year ending 5th April 2019.

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 purpose of this report and to aid transparency we are reporting on one combined and two separate Rendall & Rittner employee groups; Rendall & Rittner all employees, 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, in particular for senior appointments.

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.

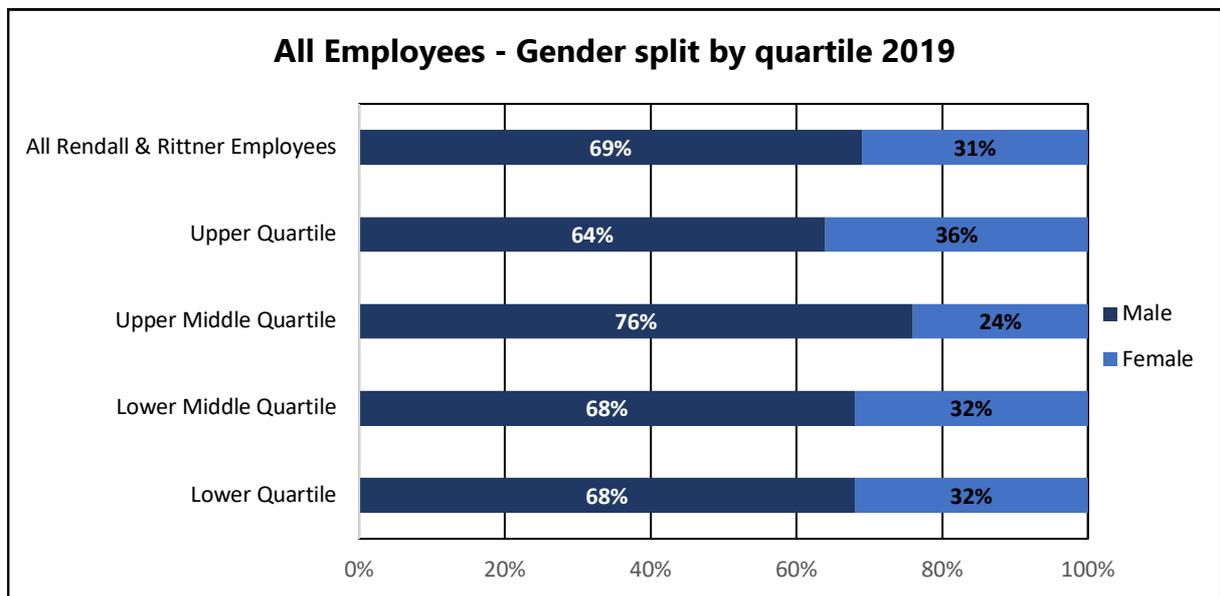
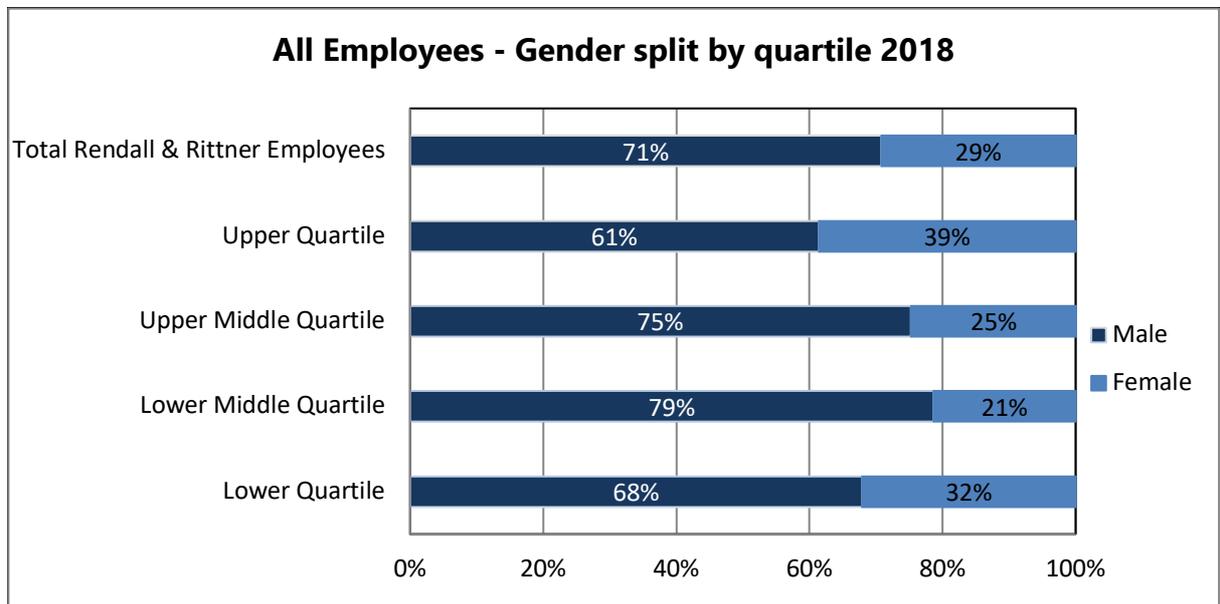
WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?

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.

WHAT ARE OUR RESULTS?

1. GENDER SPLIT



Overall, our results remained broadly the same as the previous year. We have seen a slight reduction in female employees in the Upper Quartile in Head Office due to some appointments being filled by male employees. All roles were filled in line with our equal opportunities policies. However, both middle quartiles had an increase in female employees and the amount in the lower quartile, decreased from 65% to 53%. Overall the Head Office gender split this year was 60%/40% in favour of female employees.

Across the whole business, we have a gender split of 69%/31% Male/Female. The % of female employees is slightly up on last year. Our onsite teams are made up of predominately male employees which skews the numbers significantly.

2. GENDER PAY GAP

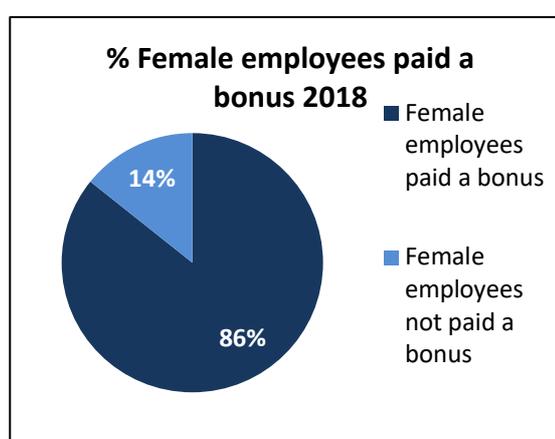
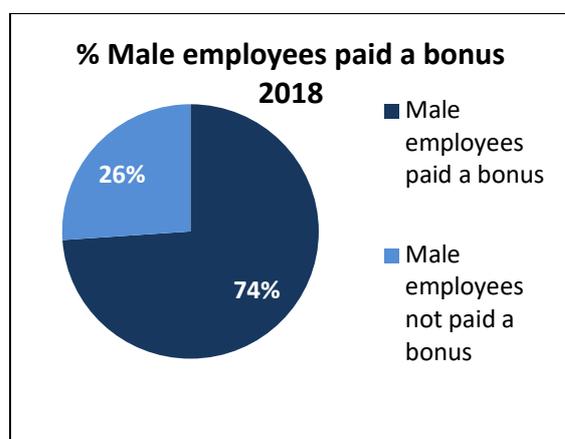
	Mean Gender Pay Gap			Median Gender Pay Gap		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
All Employees 2018	£13.68	£14.93	-0.09%	£11.69	£12.03	0.03%
All Employees 2019	£16.28	£16.22	0.34%	£13.62	£13.29	2.42%

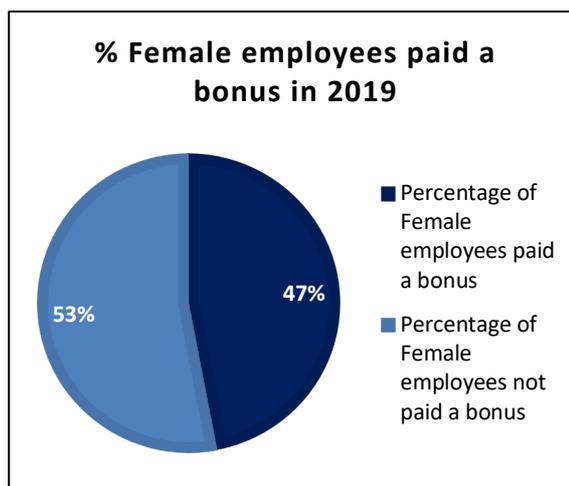
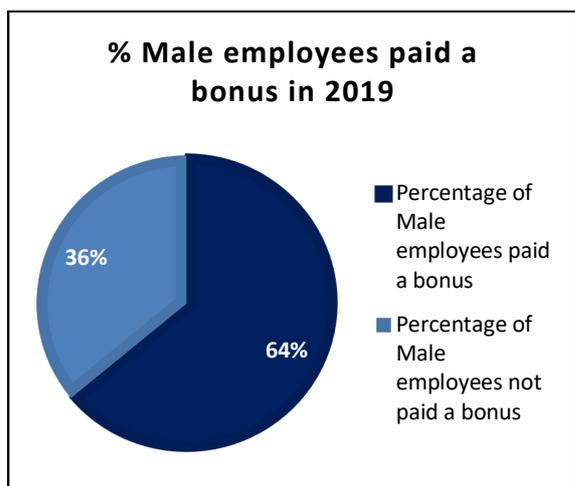
Our mean gender pay gap has risen slightly this year but is still very low and well below the UK average of 17.3%. Head Office has seen an increase in the mean gender pay gap this year, again due to some senior appointments being made to male employees. The median gender pay gap has decreased, reflecting the increase in numbers of female employees in the middle quartiles.

The Onsite pay gaps remain very low, which is positive as we have more male employees in this area.

We are confident that we have equal pay for men and women in the same or like roles.

3. BONUS PAYMENT SPLIT





4. BONUS PAY GAP

	Mean			Median		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
All Employees 2018	£1,949.77	£1,287.21	33.98%	£1,200.00	£1,000.00	16.67%
All Employees 2019	£482.30	£298.34	38.14%	£1,300.00	£1,100.00	15.38%

The number of employees receiving a bonus reduced generally as a bonus was not paid out to Head Office staff. As we have a higher population of males across our onsite teams, this skews the results here and has increased the mean bonus pay gap. The median figures are more reflective of actual bonuses paid this year and these gaps are smaller.

WHAT ARE WE ALREADY DOING TO FOCUS ON 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 focus groups.

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.

A number of initiatives are already in place such as:

- Redesigned all interview questions to ensure non bias and gender neutrality
- Investment in training and development for all employees
- 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
- Continued celebration of International Women's Day with an interview with our female senior leaders
- Introduction of a hot desking system to give flexibility to employees to work from other locations as needed
- Enhanced benefits packages, e.g. maternity and sabbaticals
- Inclusive bonus schemes that are fair and equitable to all.

WHAT ARE OUR PLANS TO CLOSE THE GAP?

We are pleased to see that our mean and median gender pay gaps are very 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 would like to continue to address this balance by:

- Continuing regular training and mentoring initiatives, promoting equality and diversity
- Ensuring all those involved in hiring decisions have further equality 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 Focus Groups 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.

COMPANY STATEMENT

I confirm that this information is accurate



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Catherine Riva
Director
6th April 2020