

RENDALL & RITTNER LTD

GENDER PAY GAP REPORT



SCOPE

This report is for employees of Rendall & Rittner Limited and subsidiaries of Rendall & Rittner Limited for the tax year 6th April 2019 to 5th April 2020.

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?

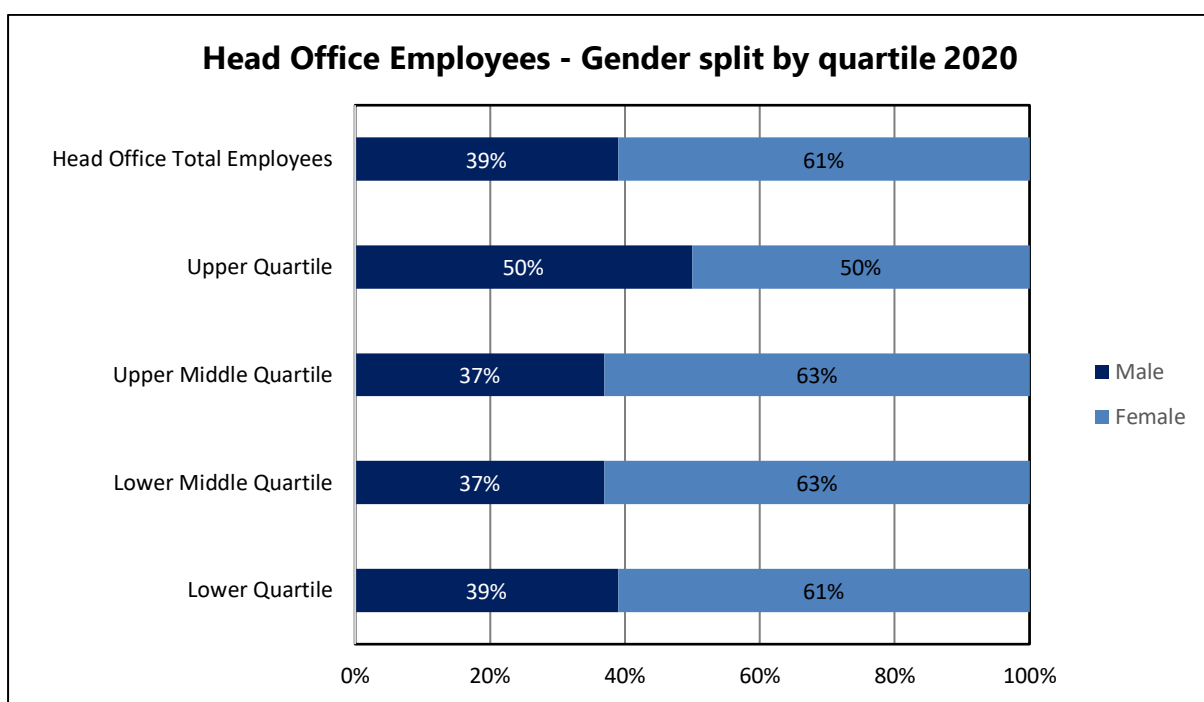
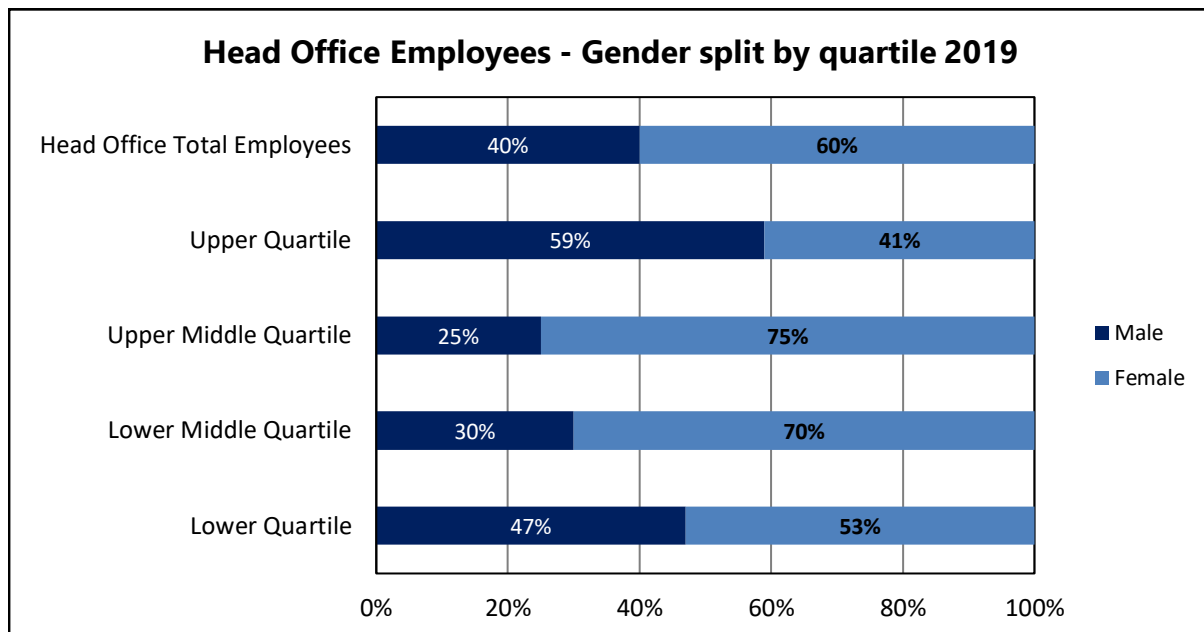
The mean figure is the average hourly rate for the group of employees in the quartile, once all the salaries are added up and divided by the number of employees. The mean gender pay gap is the difference between the average hourly rate for male employees and female employees. The median figure falls 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.

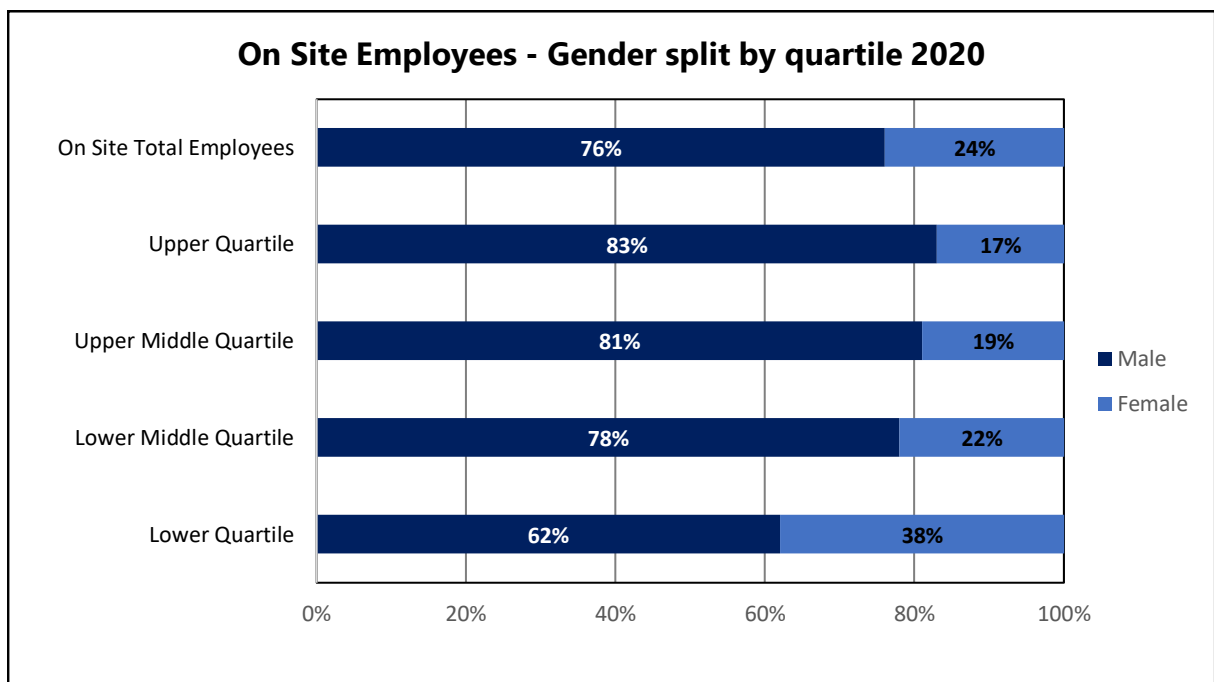
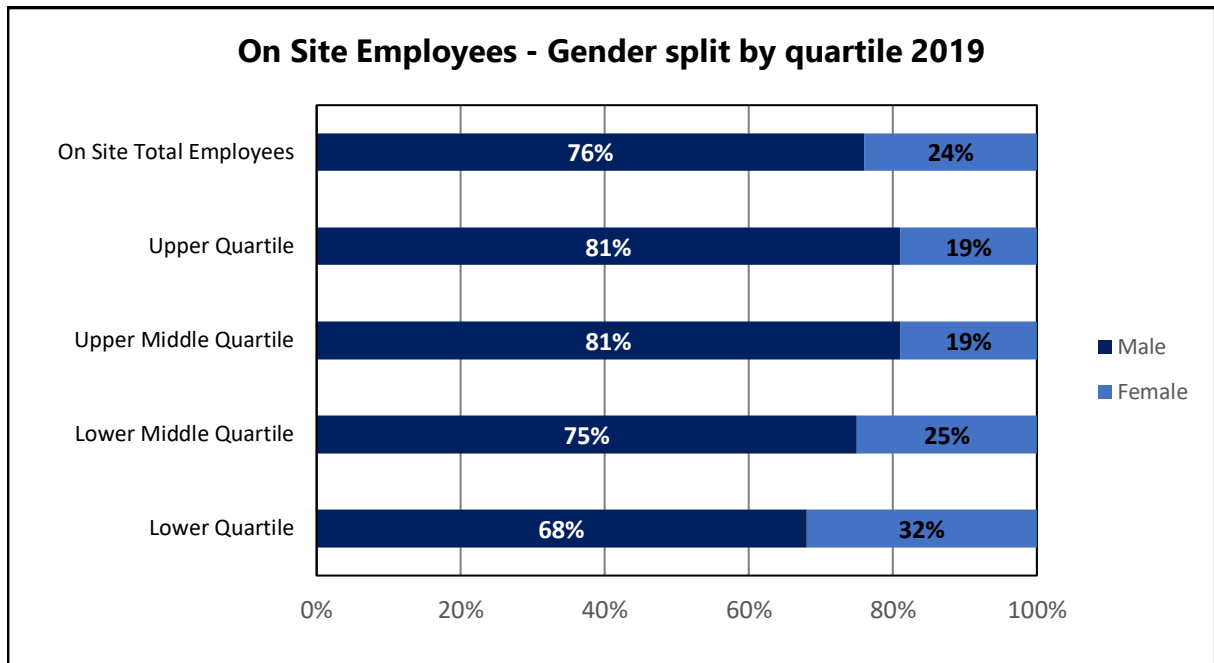
WHAT ARE OUR RESULTS?

1. GENDER SPLIT

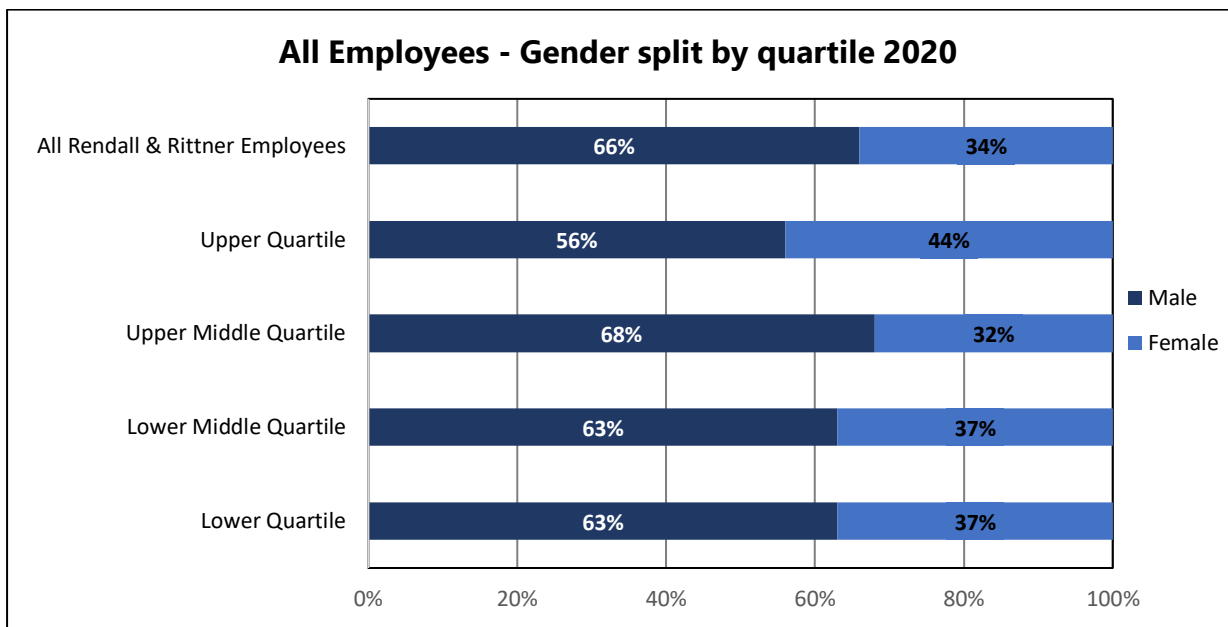
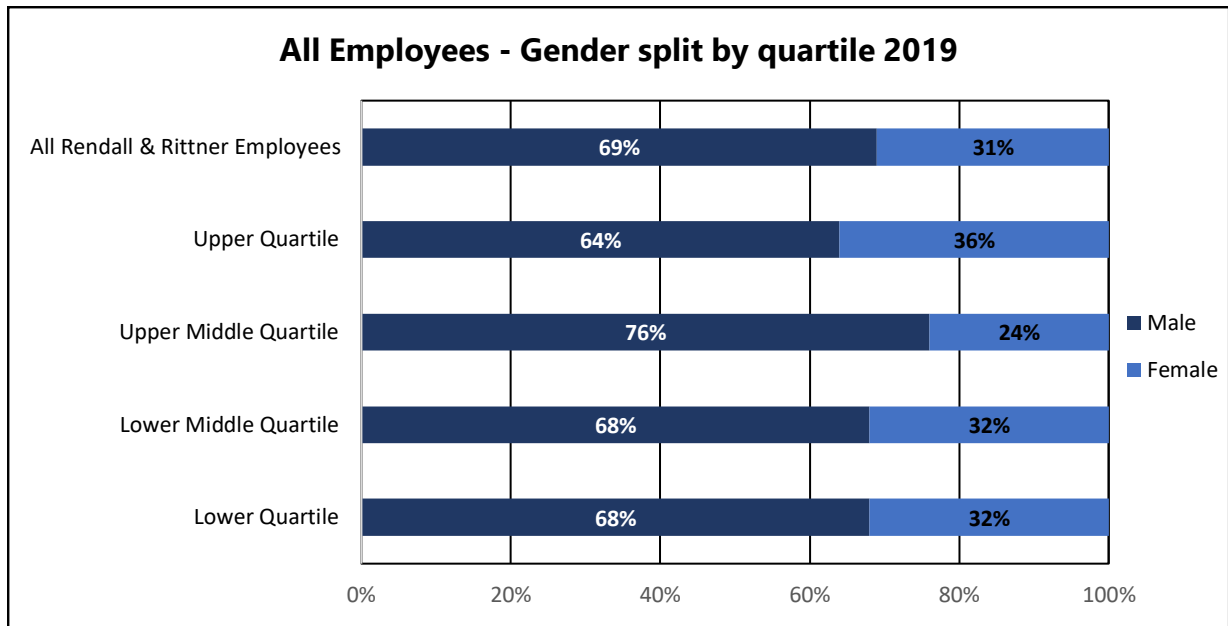
Head Office Employees



On Site Employees



All Employees



Overall, our results remained broadly the same as the previous year. We have seen an increase in female employees in the Upper Quartile in Head Office due to some appointments being filled by female employees. However, both middle quartiles had a decrease in female employees and the amount in the lower quartile, increased from 53% to 61%. Overall, the Head Office gender split this year was 61%/39% in favour of female employees.

Across the whole business, we have a gender split of 66%/34% 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
Head Office 2019	£24.44	£19.77	19.13%	£19.56	£17.10	12.61%
Head Office 2020	£22.67	£19.76	12.83%	£19.93	£17.89	10.26%
On Site 2019	£15.19	£13.96	8.09%	£13.32	£12.37	7.09%
On Site 2020	£13.00	£11.77	9.49%	£11.79	£11.09	5.88%
All Employees 2019	£16.28	£16.22	0.34%	£13.62	£13.29	2.42%
All Employees 2020	£14.69	£15.67	-6.67%	£12.09	£12.63	-4.46%

Both our mean and median gender pay gap have decreased this year and are well below the UK average.

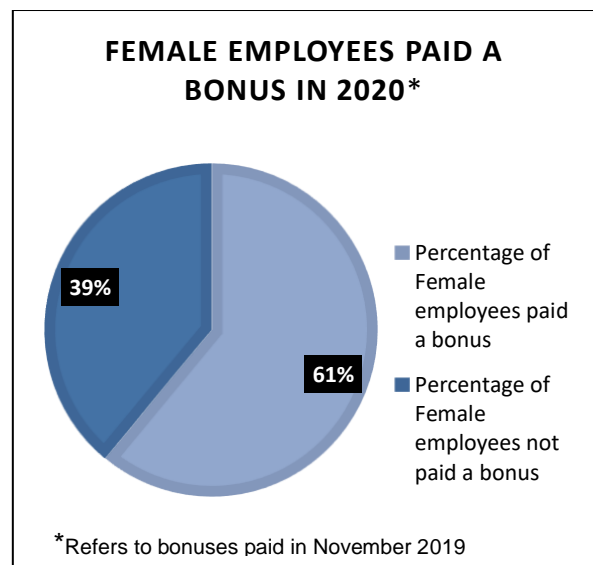
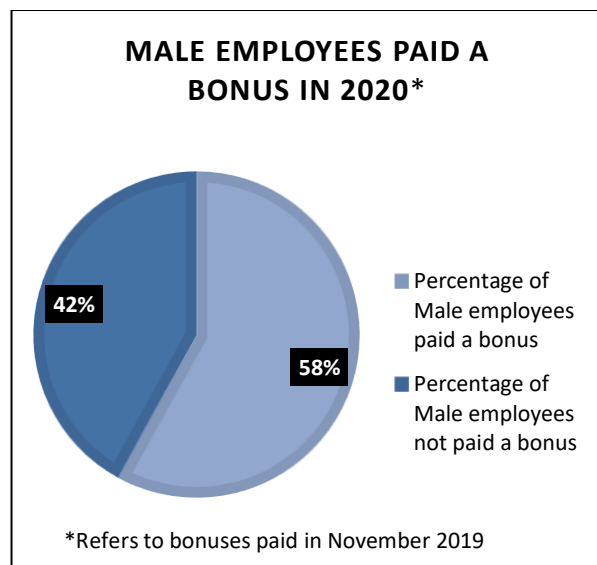
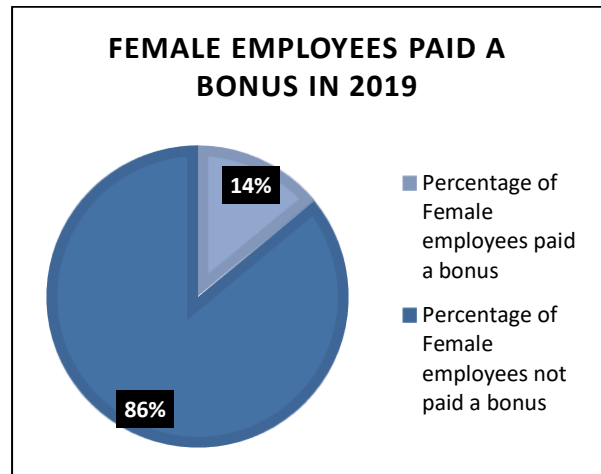
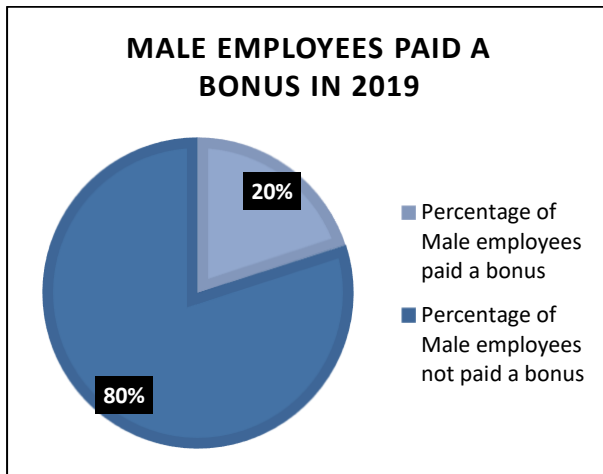
In Head Office, while we have more male employees who hold senior roles, we are seeing more female employees in the two upper quartiles, leading to a much more even split and reducing the gap. We can see the upper quartile is an even split this year, versus last year, which was 59%/41% in favour of male employees. This year we have recruited into less senior roles in both genders and recruited more roles in the middle and upper middle quartiles. This has had the impact of reducing the mean hourly rate. In reality, salaries have remained stable year on year.

The Onsite pay gaps remain very low, which is positive as we have more male employees in this area. As with Head Office, there were less employees recruited into senior roles and more into lower level roles, but again salaries have remained stable.

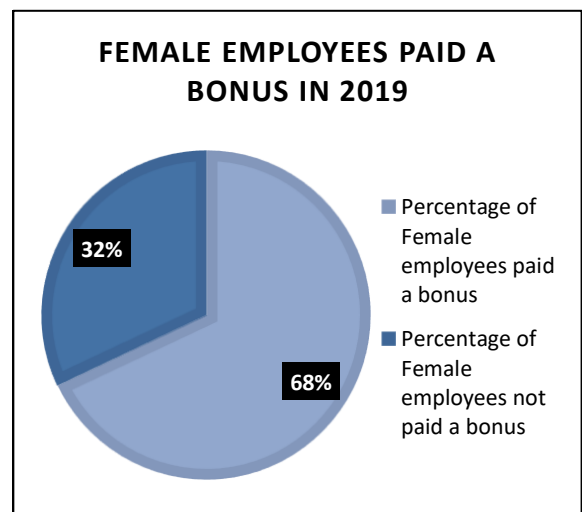
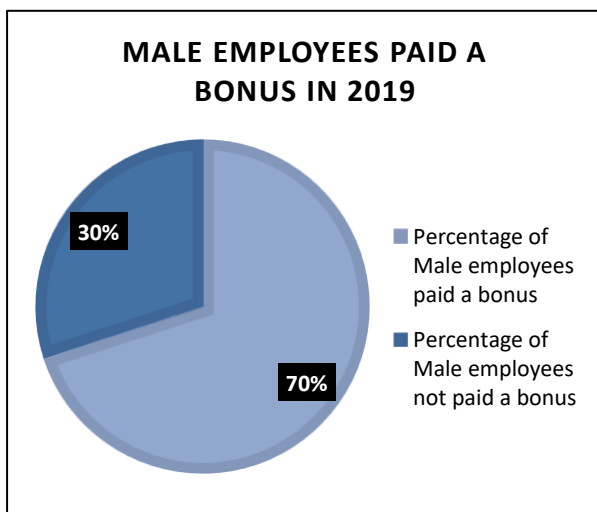
We are confident that we have equal pay for men and women in the same or like roles.

3. BONUS PAYMENT SPLIT

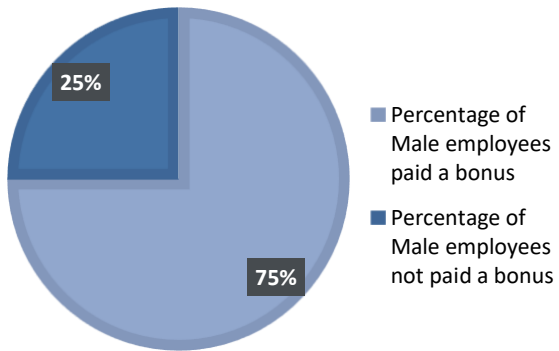
Head Office employees



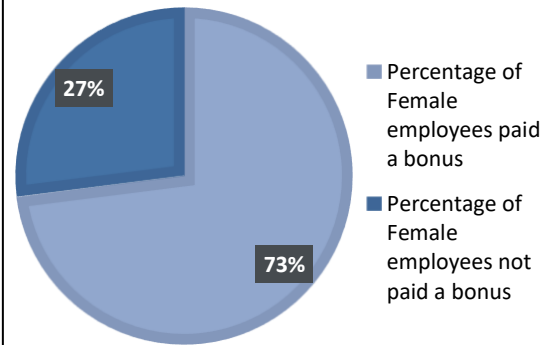
On Site employees



MALE EMPLOYEES PAID A BONUS IN 2020

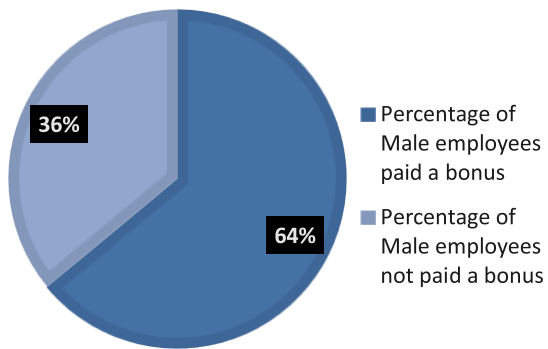


FEMALE EMPLOYEES PAID A BONUS IN 2020

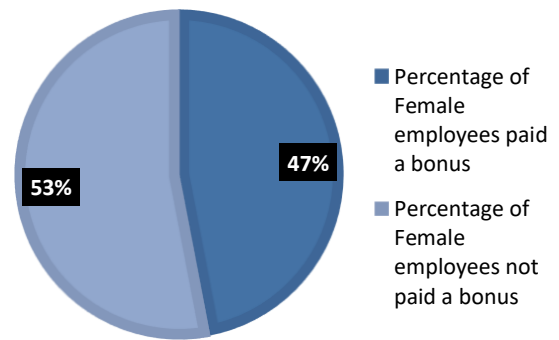


All Employees

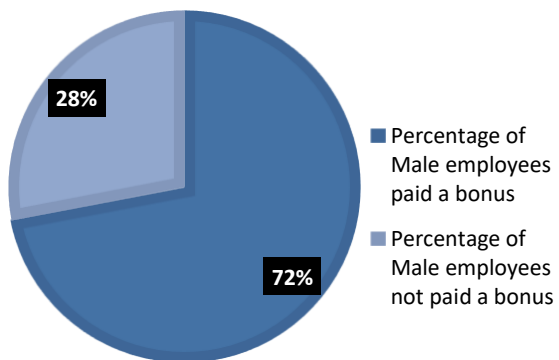
MALE EMPLOYEES PAID A BONUS IN 2019



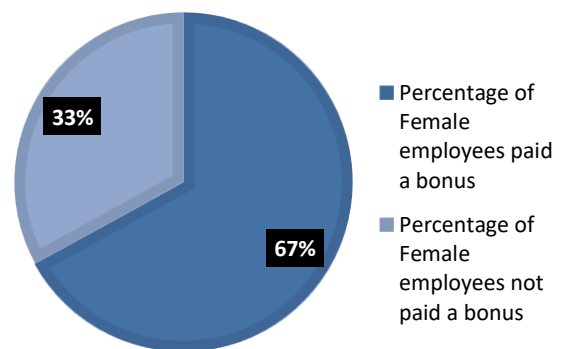
FEMALE EMPLOYEES PAID A BONUS IN 2019



MALE EMPLOYEES PAID A BONUS IN 2020



FEMALE EMPLOYEES PAID A BONUS IN 2020



4. BONUS PAY GAP

	Mean			Median		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
Head Office 2019	£482.30	£298.34	38.14%	£1,300.00	£1,100.00	15.38%
Head Office 2020	£1,571.02	£953.34	39.32%	£750.00	£500.00	33.33%
On Site 2019	£477.41	£399.41	16.34%	£403.85	£400.00	0.95%
On Site 2020	£697.61	£594.68	14.75%	£485.65	£400.00	17.64%
Combined 2019	£477.99	£360.00	24.68%	£450.00	£423.08	5.98%
Combined 2020	£816.51	£749.80	8.17%	£495.19	£450.00	9.13%

A bonus was paid out to Head Office staff in this period, in comparison to the previous period where a limited bonus was paid. This makes it difficult to compare the results on a like for like basis. As we have more male employees in the upper quartiles, we would expect to see a higher average paid to male employees.

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.

Overall, the results see a low pay gaps in relation to bonus payments and we know our bonus payments are shared equitably and fairly.

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
- Celebrate International Women's Day with an interview with our female senior leaders
- Introduced a hot desking system to giving 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 and have reduced this year. 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:

- Continue regular training and mentoring initiatives, promoting equality and diversity
- Ensure all those involved in hiring decisions have further equality training to ensure there is no unconscious bias
- Strengthen career development and talent management frameworks
- Promote flexibility and the opportunity to work flexibly in our recruitment adverts
- Continue with our Pulse Surveys and Focus Groups and acting on feedback from our employees
- Partner with universities to attract new talent, from graduates and apprentices to more senior roles.
- Develop further relationships with local communities to attract local employees, particularly for onsite roles.

COMPANY STATEMENT

I confirm that this information is accurate



Catherine Riva
Director
11th March 2021