

RENDALL & RITTNER LTD

GENDER PAY GAP

REPORT FOR YEAR END 5th

APRIL 2017



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. There are four quartile bands, which 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 two separate Rendall & Rittner employee groups; Rendall & Rittner 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.

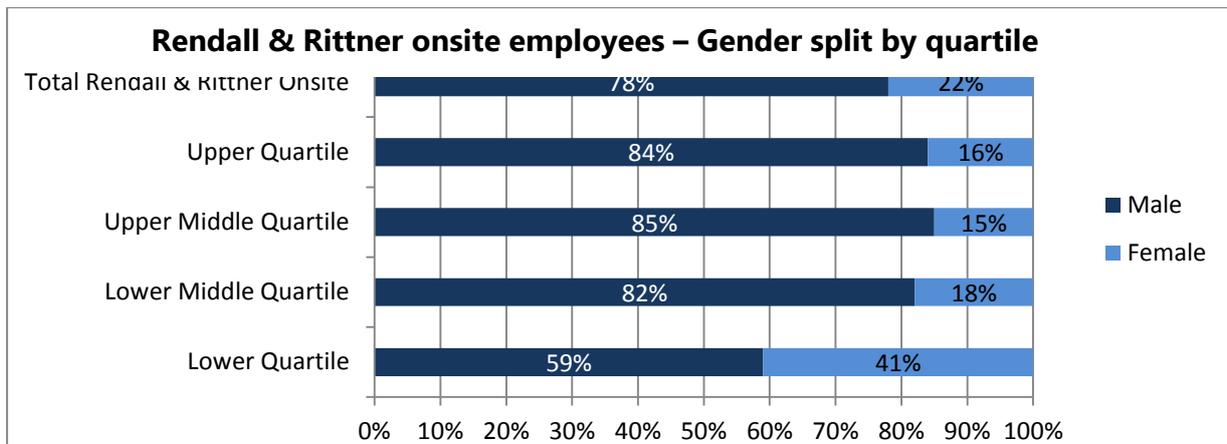
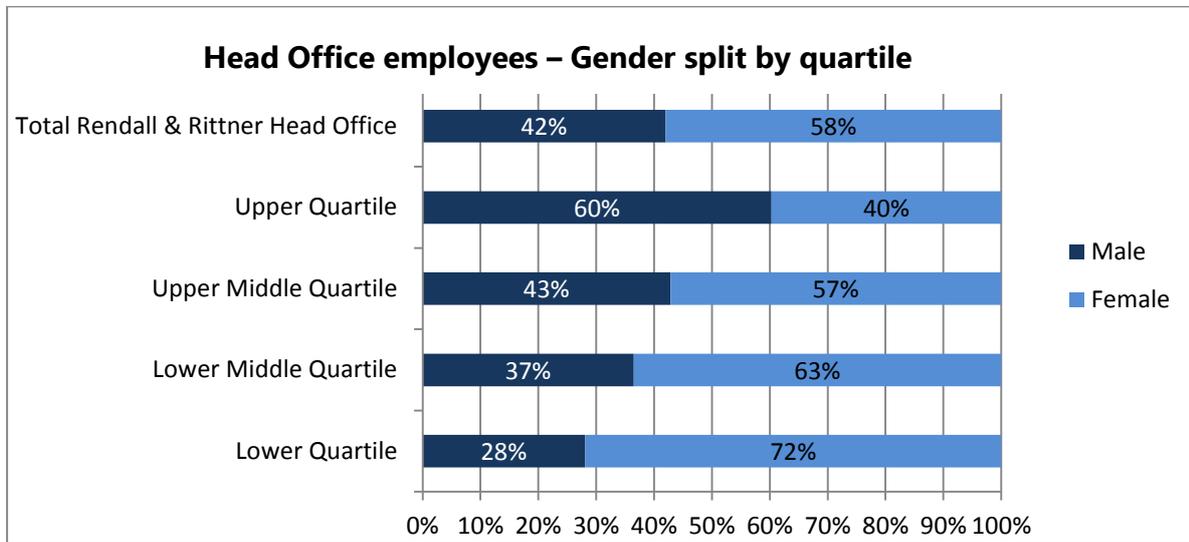
WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?

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



2. GENDER PAY GAP

	Mean			Median		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
Head Office	£24.88	£19.35	22.23%	£21.11	£16.72	20.80%
Onsite	£11.93	£10.84	9.20%	£11.38	£10.08	11.44%

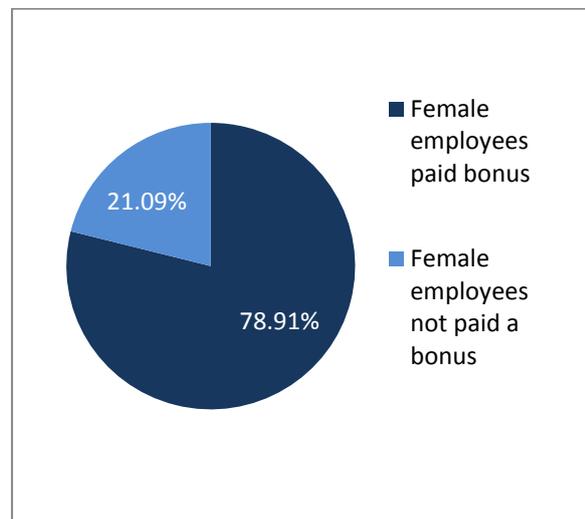
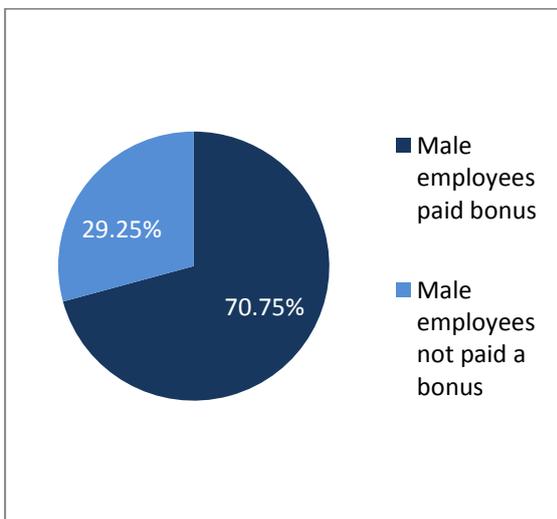
The UK average gender pay gap is 18.4% and across all our onsite roles we are well below this showing that we have parity between the hourly rates of male and female

employees. In Head Office our gender pay gap is driven by having a higher number of women in more junior roles and fewer women in the upper quartile. If the Rendall & Rittner Board and Senior Management team are excluded from the calculations the gender pay gap would be 16.25% (mean) and 17.10% (median). It should be noted however that our Senior Management Team are made up of an equal split of men and women. As stated earlier, we are confident that we have equal pay for men and women in the same or like roles.

3. BONUS PAYMENT SPLIT

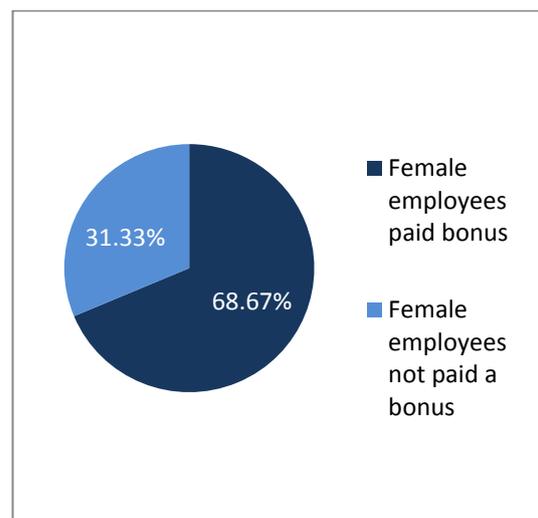
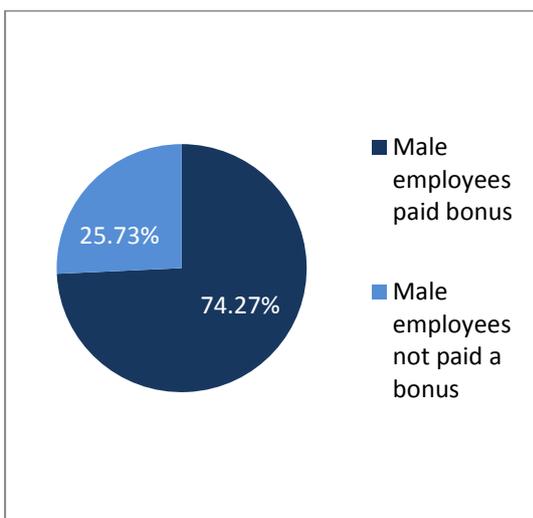
Head Office employees

75.49% of all Head Office employees were paid a bonus in 2017.



Rendall & Rittner onsite employees

82.44% of all Onsite employees were paid a bonus in 2017.



4. BONUS PAY GAP

	Mean			Median		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
Head Office	£3,257.63	£1,893.01	41.89%	£1,787.00	£1,180.00	33.97%
Onsite	£655.95	£532.39	18.84%	£450.00	£397.53	11.66%

The bonus pay gap is driven by a higher proportion of part-time female workers in our organisation, which means their bonuses are pro-rated.

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 really 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:

- Recruitment campaigns and mediums that reflect neutrality. We have also engaged with The Daisy Chain, a company specifically set up to support parents returning to work
- Introduced more family-friendly policies, including an enhanced maternity offering for certain roles within the organisation
- Flexible working opportunities for specific roles
- Investment in staff and management training
- Working closely with clients to drive the Living Wage Foundation initiative
- Introduced flexible back to work initiatives for specific roles for female employees returning from maternity leave
- Long service sabbaticals for certain roles within the organisation.
- Graduate and Apprentice schemes to encourage careers within the industry

WHAT ARE OUR PLANS TO CLOSE THE GAP?

We are pleased to see that our gender pay gaps are either below or in line with the UK average and that shows that we already have some great things 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 address this balance.

- 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.
- Develop further our recruitment initiatives to attract new talent outside of our industry

COMPANY STATEMENT

I confirm that this information is accurate



.....
Catherine Riva
Director
4th April 2018