



Reed in Partnership

The logo features the word 'Reed' in a bold, blue, sans-serif font, followed by three small blue dots. To the right of the dots, the words 'in Partnership' are written in a smaller, blue, sans-serif font. The background of the entire page is a photograph of three people in an office setting. A man with a beard and short hair, wearing a dark blue blazer over a white shirt, is looking towards a woman with long dark hair who is sitting at a desk and typing on a laptop. Another man is visible in the background, slightly out of focus. There are large blue circular graphic elements on the page: one in the top right corner, one on the left side overlapping the text, and one in the bottom left corner.

2021 gender pay gap report

Foreword



Rhodri Thomas
Managing Director

Reed in Partnership is part of the world's largest family-run 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.

Our purpose is "improving lives through work". Reed in Partnership is committed to building and maintaining a workforce whose diversity is representative of the communities we operate in. Having a diverse workforce throughout the business allows 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 5 April 2021. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rhodri Thomas, Managing Director

What is the gender pay gap?

All organisations in the UK with 250 or more employees have to report their gender pay gap. We are required to report on a snapshot date of 5 April each year.

5 April 2021 was affected by the Coronavirus pandemic and the UK government launched the Coronavirus Job Retention Scheme which supported employees on temporary leave ('furlough'). These employees are not required to be included in these calculations since they were not in receipt of their full ordinary pay.



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.

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.

Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared to 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 of that gender.

Our results

Gender pay gap

1.8%

Median

The median pay of men is **1.8%** higher than that of women

8.7%

Mean

The mean pay of men is **8.7%** higher than that of women

Bonus pay gap

3.8%

The **median** bonus pay of men is 3.8% higher than that of women

27.3%

The **mean** bonus pay of men is 27.3% higher than that of women

Proportion of co-members receiving a bonus

12.9%

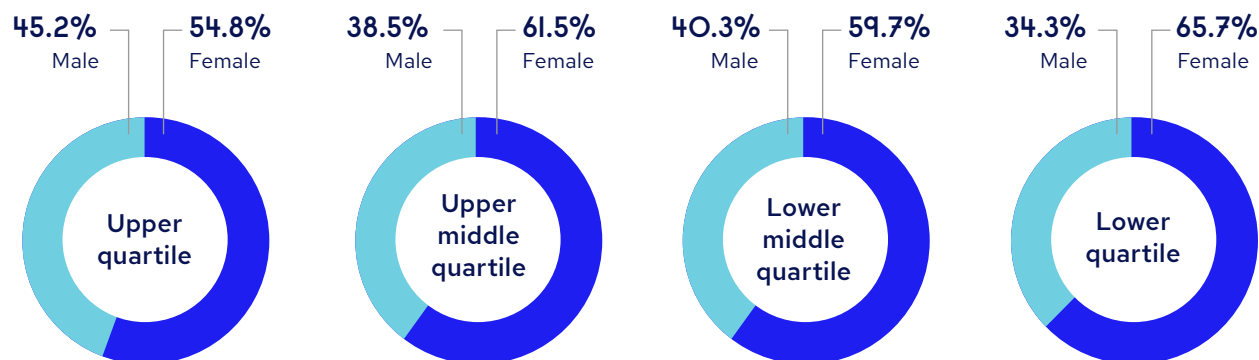
of all men received bonus pay

17.0%

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.



Our results

2021: Understanding the gap

We are pleased to have made significant progress in reducing our overall pay gap since 2020, with the median pay gap reducing from 12.3% to 1.8% and the mean pay gap decreasing from 14.6% to 8.7%.

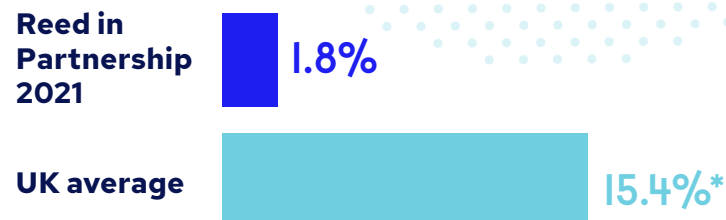
We are also pleased to report a significant increase in female representation in the upper quartile of 11.7%, increasing from 43.0% in 2020 to 54.8% in 2021. We have also seen representation of women grow in the upper middle quartile by 5.5%, from 56.0% to 61.5%. At the same time, this progression in the upper quartiles is also followed with the numbers of females in the lower middle quartiles and lower quartile falling, by 7.3% and 3.3% respectively.

Throughout 2021 there has been a period of business growth, during which time we have actively supported and facilitated the promotion of women into leadership roles. We have also introduced career development frameworks for our core operational roles which support pay progression and promotion. Over 57.0% of our management team are now women, increasing from 52.0% in 2020.

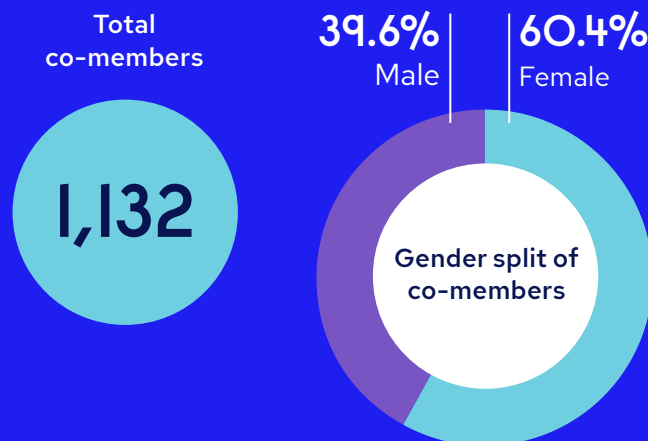
Our median bonus pay gap has significantly reduced again, primarily as a result of the growth in our employment services business which has increased the number of employment advisers eligible for the quarterly performance incentive bonus.

Putting our pay gap in context

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



Reed in Partnership demographics



*Source: ONS (correct at the time of publication)

Reedinpartnership.co.uk

We're on a journey

We are proud of our accomplishments so far and will keep working hard to make further improvements. Below are some of the commitments and initiatives we have introduced to close the gender pay gap.

Closing the gap

We continue to work towards closing the gender pay gap by improving the number of women in leadership roles and supporting our female co-members to prosper in the workplace.

We have worked closely with an external consultant to strengthen our inclusion and belonging agenda, which is one of the three pillars by which we define our company culture. We have created a clear strategy to drive workforce diversity, to drive workforce inclusion, to demonstrate inclusive leadership, and to create an accessible environment. We have identified four key equality areas in which we can continue to drive improvements, of which women in the workplace is one. As a result of this we have committed to work towards ensuring 50% of our senior leadership team are female.

In 2020 we launched the Springboard Mentoring Scheme. This scheme matches co-members with mentors according to the skills they want to develop and is designed to support career development and progression for co-members (particularly those in our four key equality areas, including women). 70% of our 2021 mentoring cohort were female and such has been the engagement with the programme that we will now be rolling this out every six months. In addition, over 56% of employees selected for our Future Manager Academies were female.

We are committed to continue introducing initiatives which improve diversity and inclusion in the workplace. With that in mind, we have committed to a number of forthcoming initiatives, including creating a working group of 10 employees to support our Women in the Workplace 'Diversity Sponsor' in driving forward continued improvement with inclusion amongst females within Reed in Partnership.

Chairman's commitment in 2018

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 three-to-five 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.

Reed in Partnership

