



**Reed** in Partnership  
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# 2022 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 2022. 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.

**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

2.5%

### Median

The median pay of men is **2.5%** higher than that of women

7.2%

### Mean

The mean pay of men is **7.2%** higher than that of women

## Bonus pay gap

0.8%

The **median** bonus pay of men is 0.8% higher than that of women

19.4%

The **mean** bonus pay of men is 19.2% higher than that of women

## Proportion of co-members receiving a bonus

34.7%

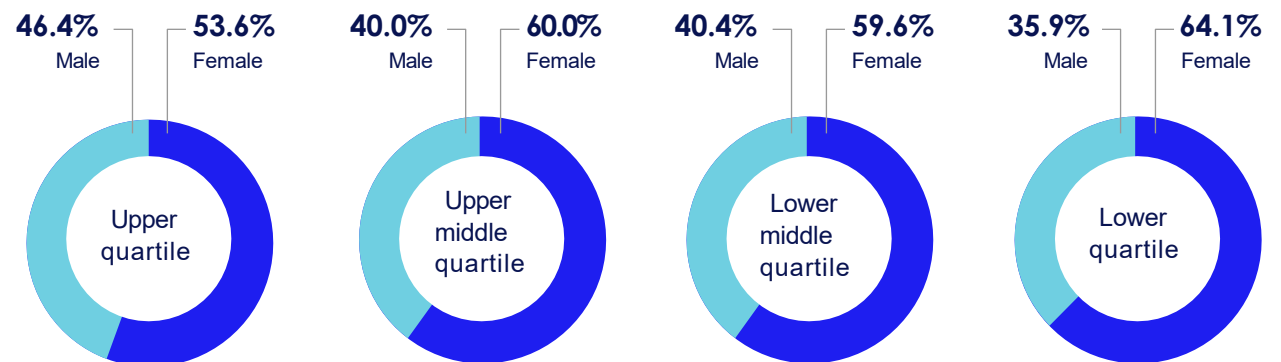
**of all men** received bonus pay

36.8%

**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

## 2022: Understanding the gap

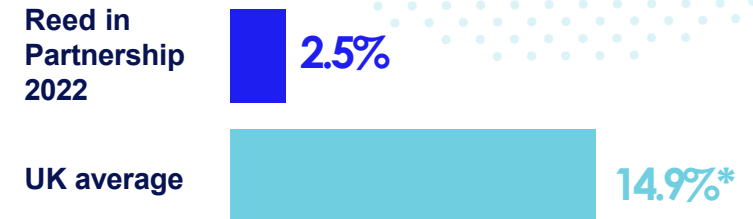
We are pleased to have made significant progress in reducing our overall pay gap since 2021, with the mean pay gap reducing from 8.7% to 7.2%. Our median has seen a slight increase in the overall median pay gap from 1.8% to 2.5%. Delving into the data, we see the three lowest earning quartiles, the gap is 0% and the statistic is driven by the 0.6% gap in median for the highest earning quartile.

We are pleased that across all four quartiles, female staff continue to make up more than 50% of the population. We are also pleased that in the year since 2021 we have seen decreases in the proportion of female staff across each of the two lower quartiles.

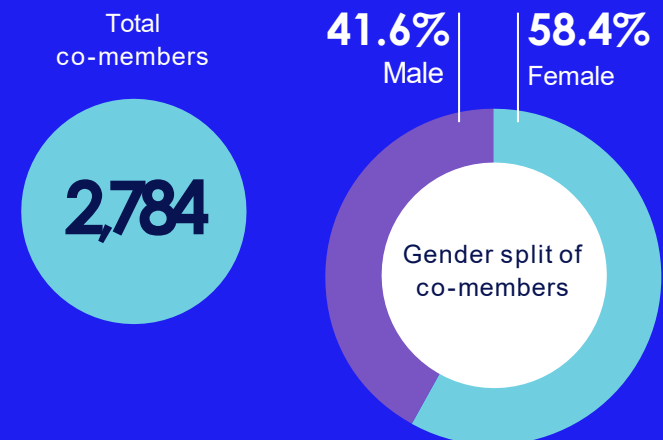
Throughout 2022, there has been a periods of business growth, during which time we have actively supported and facilitated the promotion of women into leadership roles. We have continued our trend of a high proportion of women in management and have successfully retained the 57% proportion for management roles being held by females. Alongside this 51% of roles in our senior leadership team were held by females in 2022 giving great representation for females at senior levels of the organisation.

## 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](https://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 2021 we launched our Women in the Workplace 'Diversity Sponsor' in driving forward continued improvement with inclusion amongst females within Reed in Partnership. Alongside our My Wellbeing strategy, we have had a strong focus on creating a workplace where female co-members maximise potential for progression. Wellbeing initiatives such as the menopause awareness sessions, manager guides and tackling period poverty through free sanitary supplies in our branches have improved the working comfort of our female co-members.

Our Inclusion and Belonging working groups have supported female co-members in creating "my career" stories to be shared with the wider business. The goal of these stories is to help highlight the potential to progress within the organisation. Internal progression is encouraged through a range of initiatives such as talent development and future manager programmes, alongside manager guides for how to help progress co-members and contributing to retaining and progressing our female workforce to help reduce the wage gap.

Progress is mobilising thanks to the actions from across the whole of Reed in Partnership to create a more inclusive and representative workforce. We continue to work on new ways in which we can promote gender equality within the workplace, placing emphasis that Reed in Partnership is an equitable employer.

## 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

