

Reed in Partnership
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**2024
Gender Pay
Gap Report**

Foreword



Donna Murrell
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 2024. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Donna Murrell
Managing Director

What is the gender pay gap?

All organisations in the UK with 250 or more employees must 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

0.4%

Median

The median pay of men is **0.4%** higher than that of women

5.9%

Mean

The mean pay of men is **5.9%** higher than that of women

Bonus pay gap

-1.4%

The **median** bonus pay showed a negative median gap of -1.4%, with women having a higher median than men

18.6%

The **mean** bonus pay of men is 18.6% higher than that of women

Proportion of co-members receiving a bonus

56.6%

of all men received bonus pay

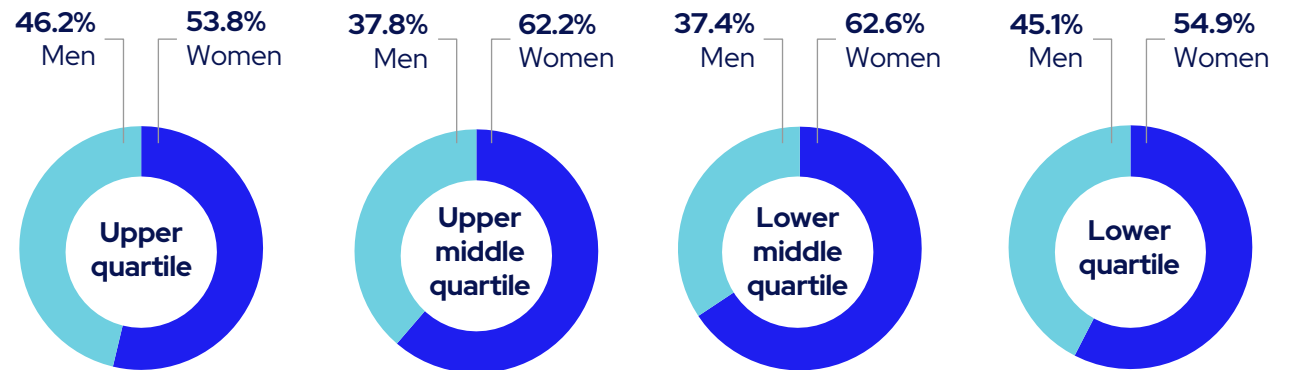
57.8%

of all women received bonus pay

The advancement and centralisation of our incentive schemes have allowed us to more accurately report on our bonus pay data. These improvements, along with more regular incentives, are contributing factors for the increase in the proportion of workforce receiving 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

2024: Understanding the gap

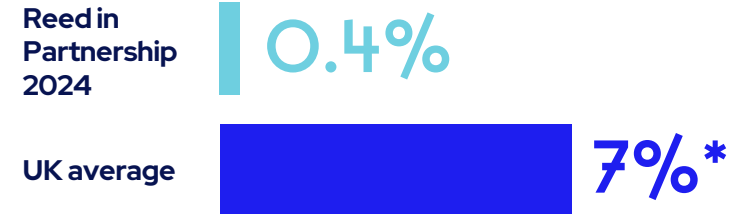
We are pleased to have made significant progress in reducing our overall pay gap since 2023 using both mean and median metrics. The mean pay gap has reduced from 6.7% to 5.9% whilst our median pay gap has reduced from 2.0% to 0.4%. Delving into the data, we see continued positive trends with no median gender pay gap in the lower quartile and a negative median pay gap of -0.3% in the upper middle quartile.

We are pleased that across all four quartiles, women continue to make up more than 50% of the population. We are also pleased that in the year since 2023 we have seen a large shift in women representation across the quartiles with a 2.7% reduction found in the lower quartile, as well as a 3.1% reduction in the lower middle quartile. These reductions in the lower quartiles are partnered with a 0.9% increase in the upper middle quartile evidencing that women co-members are finding strong pay progression and economic mobility.

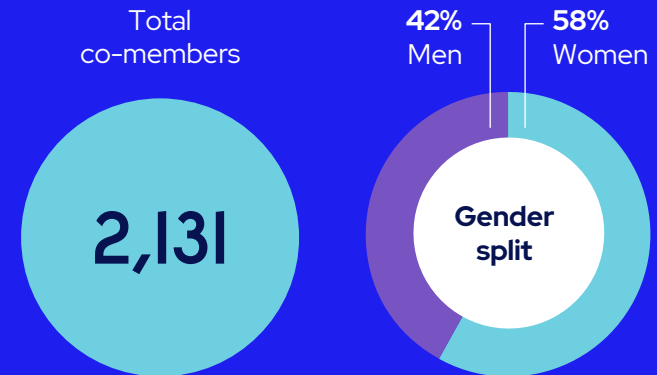
2024 has been a period of business growth, during which time we have actively supported and facilitated the promotion of women into leadership roles. We have continued our trend of a high proportion of women in management, with a 51% proportion of senior management roles being held by women. Alongside this, 42% of roles in our senior leadership team were held by women in 2024 giving strong representation for women 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



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 supporting our women co-members to prosper in the workplace and providing routeways into leadership roles.

During 2024 we took strong action in helping our co-members, both men and women, in fighting the continued struggle against the cost-of-living crisis. This action included multiple pay increases to our co-members alongside our performance-based pay review processes allowing opportunities for significant pay progression.

The proportion of co-members receiving bonus pay figures have increased from the previous year, and we have ensured we are pleased to see that the mean pay gap in the bonus pay has decreased. We are pleased that the proportion of the workforce receiving bonus pay is within 1.2% of each other when comparing the % between the genders.

Chairman's commitment in 2018

In 2018, our Chairman James Reed pledged that Reed would 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 have met this in 2023 for Reed in Partnership, with women occupying 50% of roles in the senior leadership team. This has been achieved through succession planning and supporting the development of women talent.

This year our highly active Women in the Workplace 'Diversity Sponsor' and inclusion group has continued to positively impact the business and provide supporting and informative learning sessions to benefit women co-members. In 2024, we focused on career development for women during Women's History Month. Our Women's Working Group partnered with the Ethnic Minority Working Group to invite all women within the business to participate in a Women in Leadership survey and focus group. The aim was to identify the supports and barriers our female co-members face in progressing into management and leadership roles. We are using the outcomes of the survey to inform activities. Additionally, the Women's Working Group collaborated with the recruitment team to increase the visibility of part-time roles.

Our Inclusion and Belonging working groups have continued to support women co-members in creating "my career" stories to be shared with the wider business. The stories 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 women co-members to help reduce the wage gap.

Progress is 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.

Reed in Partnership

