



Reeds Rains

• Since 1868 •

# 2018 gender pay gap report

Fairness, equality and inclusion are important to us.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	26.7%	33.6%
Bonus Paid	54.2%	46.8%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Reeds Rains in the year up to 5 April 2018.

## Proportion of colleagues awarded a bonus

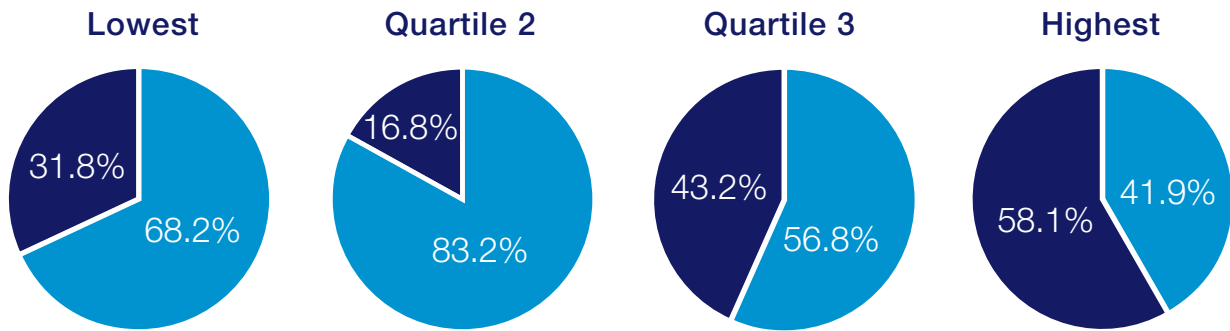


**79.0%**  
**BONUS**



**83.8%**  
**BONUS**

## Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles.

Reeds Rains continues to support the reporting of gender pay gap figures as a way of promoting gender equality within the workplace.

Reeds Rains has a large number of male and female employees working in a wide variety of roles across its network of high street offices as well as within its head offices and support centres. As at 5th April 2018, 63% of our workforce were women and 37% were men.

We recognise that a gender pay gap does exist within the organisation, as detailed in the figures above. The two key reasons for the gender pay gap continues to be; a lower number of women in senior roles and a lower number of men in more junior roles, rather than a significant difference in rates of pay between males and females that hold the same position.

All our staff are offered the opportunity to develop their personal skills and encouraged to do so with the support of a dedicated Talent Development Team who offer a range of resources – including online and office based courses. In addition we have a strong succession plan in place in Reeds Rains and there are many opportunities for staff to progress into different roles in the Company. As a result, in the last year alone, 60 staff have been promoted, of which over 50% were women.

At branch level the proportion of male to female managers is 54% to 46%, however we recognise that in more senior managerial positions this proportion is lower. Therefore, as a business we have reviewed carefully the next steps we believe we can undertake to address this gender imbalance and have recently put in place a number of actions. These focus on recruitment, training & development, mentoring, flexible working and family friendly policies, to ensure all our employees are encouraged to develop their careers to their full potential within our organisation.

**I confirm the data reported is accurate.**

**Oliver Blake**

Managing Director, Reeds Rains  
4th April 2019