



Reeds Rains

• Since 1868 •

# 2019 gender pay gap report

Fairness, equality and inclusion are important to us.

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	21.2%	8.7%
Bonus Paid	41.4%	31.1%

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 2019). 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 2019.

## Proportion of colleagues awarded a bonus

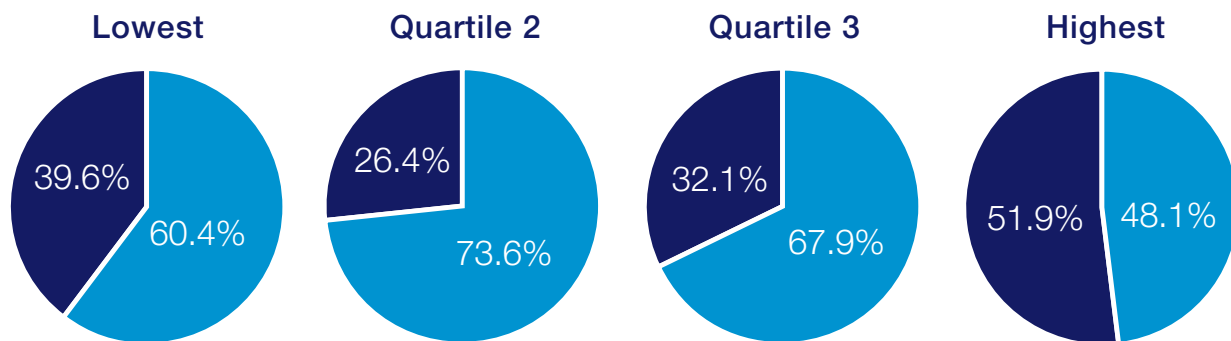


**71.3%**  
**BONUS**



**83.7%**  
**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 2019, 64% of our workforce were women and 36% were men.

We are pleased to report a reduction in the mean gender pay gap from 26.7% in 2018 to 21.2% in 2019, and report a significant decline in the median gender pay gap from 33.1% in 2018 to 8.7% in 2019. In addition to this, we have seen a decrease in the proportion of women in the lowest pay quartile and an increase of women in the two highest pay quartiles.

We recognise that a gender pay gap does still exist within the organisation and the two key reasons for the 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. We continue to offer all our staff the opportunity to develop their personal skills 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 continued to build gender diversity into our succession planning processes ensuring equal opportunity for all staff to progress into different roles in the Company. As a result, in the last year alone, more than 27 staff have been promoted, of which 63% were women.

At branch level the proportion of male to female managers is 55% to 45%, however we recognise that in more senior managerial positions this proportion is lower. As a business, we continue to 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  
5th April 2020



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