



Reeds Rains

• Since 1868 •

2020 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Pay	5.1%	-5.8%
Bonus Paid	50.2%	35.4%

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 2020). 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 2020.

Proportion of colleagues awarded a bonus

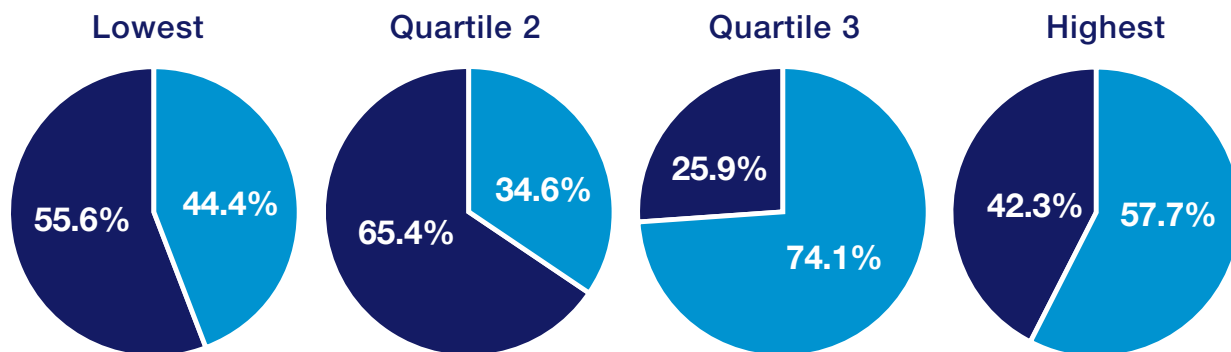


72.0%
BONUS



78.4%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 26 and 27 colleagues.

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 branches as well as within its head offices and support centres. As at the 5th April 2020, 65% of our workforce were women and 35% were men.

As required by the Gender Pay Gap reporting regulations, 330 employees (220 Female, 110 Male) who were on furlough leave as of 5th April 2020 and not in receipt of their full normal pay have been excluded from the hourly pay and quartile analysis. This analysis is therefore based on 106 full pay relevant employees compared with 2019's calculations, which were based on 424 employees. In addition, 50% of our data set is made up of casual workers whose hourly rate has significantly skewed our calculations.

Due to the reasons outlined, the figures detailed above are not a true reflection of our actual gender pay gap and we have therefore carried out further analysis on more comparable data from March 2020. This further analysis has allowed our business to better understand the true gender pay gap and we are pleased to confirm that our additional analysis shows a modest reduction in the mean and median for 2020. 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 lower upper quartile.

The two key reasons for the pay gap continue 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 employees self-development opportunities with the support of a dedicated Talent Development Team, who offer a range of resources including Strategic Management Development and Leadership pathway courses. In addition, we have continued to build gender diversity into our succession planning processes ensuring equal opportunity for all employees to progress into different roles in the Company. As a result, in the last year alone, more than 22 employees have been promoted, of which 77% were women.

The pandemic has required us as a business to adapt our ways of working, from the transition to working from home to the requirements of our employees to work hours that are more flexible. We are committed to taking forward our learnings from the past 12 months as 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 2021



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