

# Reed Online Ltd

## 2018 Gender Pay Gap Report



Reed.co.uk is the UK's #1 jobsite and our values are at the core of everything we do. We are fair open and honest, we take ownership and we work together. Every year, these values drive our Co-Members to help thousands of people look for Temporary, Permanent and Contract job opportunities, playing a key part in the UK job market and wider economy. Our purpose is "Improving Lives Through Work" and our brand message is "Love Mondays".

Reed Online is committed to building and maintaining a workforce whose diversity is representative of the communities in which we operate. Having a diverse workforce throughout the business will allow 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 Online. 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 5th April 2018. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in dark ink, which reads "Ian Nicholas". The signature is written in a cursive style.

**Ian Nicholas**  
**Chief HR Officer**

# What is the Gender Pay Gap...

In 2017, all organisations in the UK with 250 or more employees had to begin reporting their gender pay gap. We are required to report on a snapshot date of 5th 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.

## Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with 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 in that gender.

## 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.

# Our Results

## Gender Pay Gap

Median

22.0%

The median pay of men is 22.0% higher than that of women

Mean

16.4%

The mean pay of men is 16.4% higher than that of women

## Bonus Pay Gap

-7.2%

The median bonus pay of women is 7.2% higher than that of men

17.5%

The mean bonus pay of men is 17.5% higher than that of women

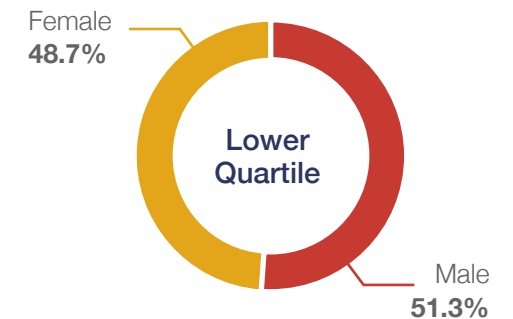
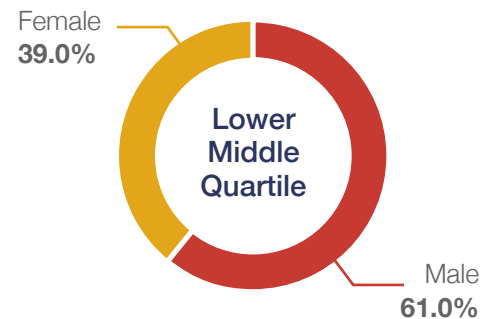
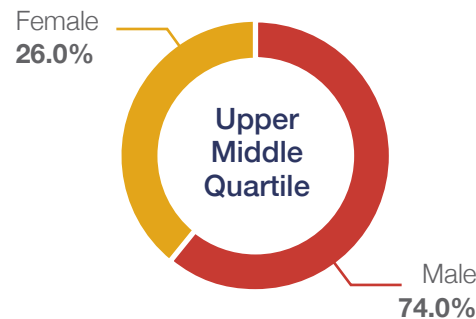
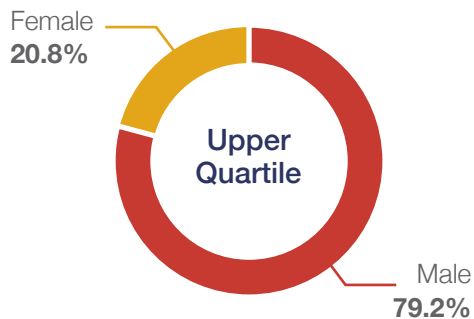
## Proportion of Co-Members Receiving a Bonus

66.2% of men | 61.5% of women

66.2% of all men and 61.5% 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.



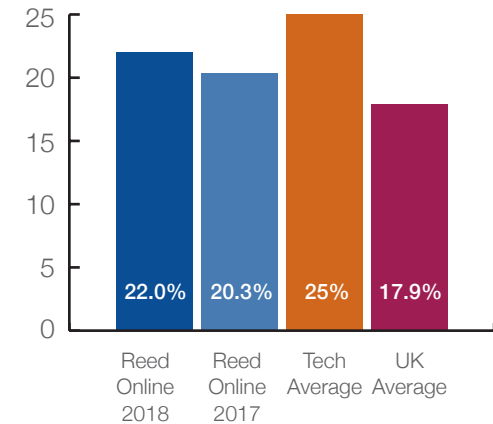
# What our Results Mean...

## Understanding the gap

We are pleased that our mean gender pay gap has reduced by 7.6 percentage points to 16.4%. However, our median gender pay gap has increased from 20.3% to 22.0%, an increase of 1.7 percentage points. Despite the initiatives we have put in place, significant change takes time, and we expect to make progress towards our goals in the future.

## Putting our pay gap in context

Reed Online's median hourly pay gap is lower than the Tech Industry's average.

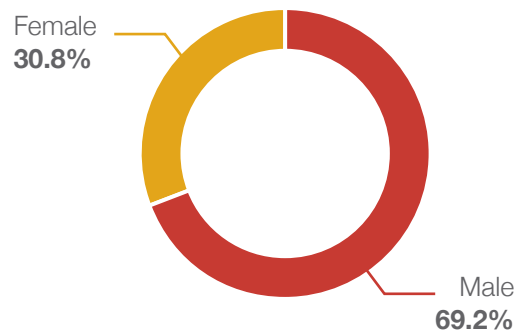


## ROL Demographics

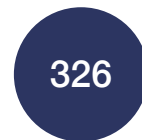
Co-Members in Reed Online 2018:



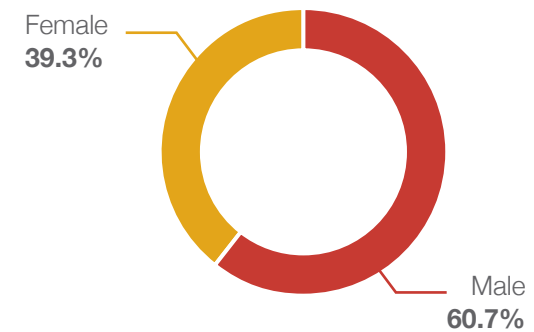
Gender Split of Co-Members:



Co-Members in Reed Online 2017:



Gender Split of Co-Members:



# We're on a Journey...

Significant change takes time. We are proud of our accomplishments so far, but we still have a way to go and we will strive to do better. Below are our current and future initiatives to pursue closing the gender pay gap.

## Chairman's Commitment

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 3-5 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.

## Building a future of female talent

### Inclusive Training

A Diversity e-learning module is available for all Co-Members, designed to help recognise and combat bias and discrimination in the workplace. We also provide Unconscious Bias Training to all managers in Product and Technology to try and eliminate any bias in the recruitment process and in the workplace. We are planning to roll this out to the whole organisation.

### Inclusive Recruitment

We are proud to have an inclusive recruitment process with equal opportunities available for all candidates through reducing bias at all stages. With strong Early Talent routes into the business, we can see outstanding female professionals now progressing through our organisation.

### Graduate Programme

Female Graduates **66%**



## Women in Leadership

Through our Chairman's pledges, we now hold quarterly talks by successful women in business to inspire our workforce and provide role models. We have grown our successful female leadership mentoring programme which provides support and advice to foster success.

## Partnerships

We have partnered with Tommy's 'Pregnancy at Work' Charity to provide 24hr support and guidance for pregnant women and new parents. We've also pledged to 'Working Forward,' the Government initiative, who provide guidance and resources to managers to help support our Co-Members. In 2018, we pledged to The Tech She Can Charter with PwC to help encourage young females into Technology. Through increased education and knowledge of opportunity, we can help grow a new generation of talent in REED and the UK in general.

# We're on a Journey...

## What's next?

- In 2019 we will be releasing an Inclusion Strategy to strengthen our commitment to Inclusion and Diversity.
- We will be opening Employee-led Network Groups to provide peer support in relation to protected characteristics.
- We will further develop and deliver Inclusive Leadership Training to all Managers.
- We will continue to review our HR Policies and Procedures to ensure full Inclusivity.

We hope that our ongoing commitment to Inclusion & Diversity will ensure we continue to make progress towards closing the gender pay gap. Valuing diversity allows us to create a workplace where Co-Members can thrive, and be the best they can be each day.

