



Reed.co.uk

Reed Online

2021 Gender Pay Gap Report

Foreword



Simon Wingate

Managing Director



Beckie Sizer

HR Director

Our purpose is improving lives through work and we are proud to support the UK jobs market through accomplishing our mission of connecting people to a world of career opportunities online.

In March 2021 I became the executive sponsor for Reed Online's 'Inspiring Women' network to enable change in this area. I wholeheartedly support the requirement for gender pay transparency and I commit to playing my part in helping Reed Online move forward in closing the gap.

I can confirm that the figures declared in this report are accurate as at the snapshot date of 5 April 2021. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Simon Wingate, Managing Director

We believe gender pay transparency and parity is both important and necessary. Transparency invites challenge and from challenge comes change.

Our purpose of improving lives through work has to start with our own people. We are fully committed to building and maintaining an inclusive workforce which benefits from a diverse range of ideas, skills and experiences.

In this report we outline the gender pay gap and bonus pay gap for Reed Online. We take this opportunity to remain focused on our commitment to tackling the gender pay gap and to bring about real and lasting change.

Beckie Sizer, HR Director

What is the gender pay gap?

All organisations in the UK with 250 or more employees had to begin reporting their gender pay gap, based on a snapshot pay date of 5 April each year. The Reed Online headcount is slightly over the required reporting threshold, meaning our data is sensitive to the smallest of changes, and we have seen this impact on our gender pay gap year-on-year.

Due to the impacts of the Covid-19 pandemic, the requirement to publish a gender pay gap report was suspended entirely for the 2019 reporting year. In addition, it was delayed until October 2021 for the 2020 reporting year. Despite this, Reed Online chose to publish its gender pay gap prior to 4 April each year as normal, as the company remains committed to making progress in this area.



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

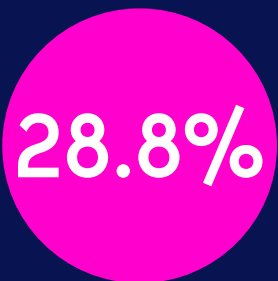
The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

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.

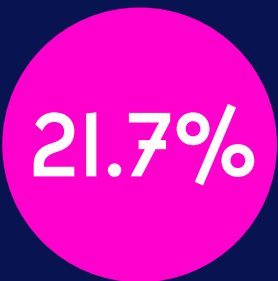
Our results

Gender pay gap



Median

The median pay of men is **28.8%** higher than that of women



Mean

The mean pay of men is **21.7%** higher than that of women

Bonus pay gap

22.1%

The **median** bonus pay of men is 22.1% higher than that of women

34.8%

The **mean** bonus pay of men is 34.8% higher than that of women

Proportion of co-members receiving a bonus

89.0%

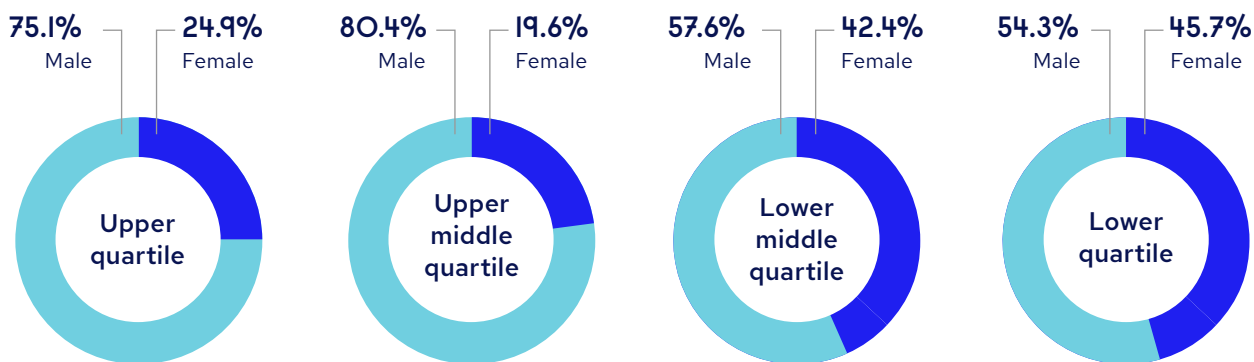
of all men received bonus pay

90.1%

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.



Our results

2021: Understanding the gap

Our gender pay gap has widened this year, with our median pay gap increasing by 7.6 percentage points and our mean bonus gap increasing by 8.7 percentage points.

The reason Reed Online has a pay gap is due to the gender balance of its co-members, which was 67.0% male and 33.0% female in April 2021. Additionally there were more men than women in senior leadership roles which further contributed to the gap.

This increase is predominantly due to a change made to the way in which our commercial team bonus schemes are paid. In May 2020 these schemes changed from being paid quarterly to periodically, meaning that the bonus payments are now captured in the gender pay gap data. Due to the exceptional performance of our commercial teams in April 2021, we saw a 163% increase in co-members from our commercial team falling into the upper quartile due to their high performance being reflected in their bonus pay. As a high proportion of senior co-members in the commercial team are men, this has led to the increase in our upper quartile as well as our bonus gap.

Additionally, we have seen an increase in our median and mean bonus gaps this year. We have fair and transparent bonus schemes in place at Reed Online which reward co-members equally for the job they do. The reason the bonus gap has widened is because we have more men holding senior positions than women.

We are pleased to see the gap in our lower and middle quartiles has narrowed, which is largely due to transparent career progression frameworks and structured pay bandings within our commercial and technical teams.

67.0%
Male

33.0%
Female



Putting our pay gap in context

We operate in the technology sector where 77% of senior technical roles are filled by men* which is having an impact on our gender balance as a company. Additionally, the technology sector is currently experiencing higher employee attrition due to skills shortages across the UK, making the demand for digital talent even more competitive.

* Study by Tech Nation published on WomeninTech.co.uk

We're on a journey

In our gender pay gap report published in 2021, we outlined how we would focus to enable change for the better, and we have continued to monitor and drive accountability in these areas. In 2021, our senior leadership team each made personal pledges to help close the pay gap. Since these pledges were published, we have made progress in the following areas.

Keeping gender on the agenda

The 'Inspiring Women' network was established in 2021 and has held open listening groups to encourage conversation and feedback from all co-members on topics relating to inclusivity of women in the workplace.

The 'Inspiring Women' network has implemented employee-led 'sub-groups' that are focused on establishing opportunities and improvements in the following areas: women in tech, women in sales and pregnancy & parenting.

Pregnant women and returning mothers will feel safe at work

We are delighted that 100% of co-members who went on maternity leave during the pandemic have been fully supported to return to work through additional flexibility and a return to work bonus to help with the cost of childcare. Furthermore, additional adjustments have been put in place to support our co-members who have been pregnant during the pandemic.

Challenging bias and inequality

In 2021 we launched a compulsory inclusion and diversity eLearn, alongside our 'Inclusive Management Toolkit'. These learning materials are designed to educate co-members on recognising conscious and unconscious bias.

To support our desire to hire more women into our sales and technology teams, we now guarantee that all women who apply for a sales or technical role will be interviewed by a diverse panel and have female representation during the interview process.

We're on a journey

Enable

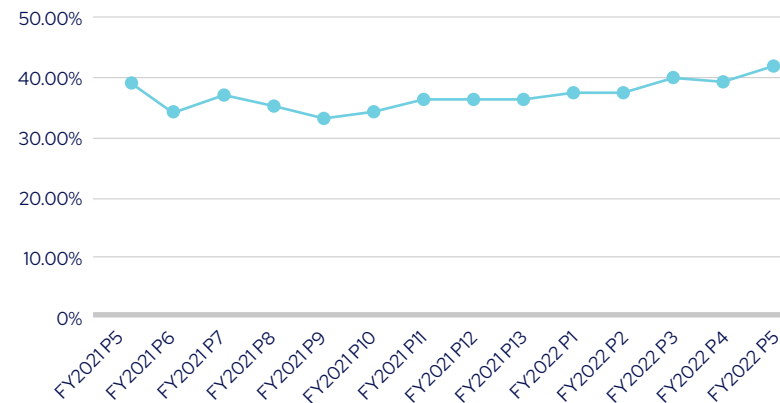
In 2021 we launched a highly-flexible dynamic working policy to support our co-members in having more autonomy with how and where they work. This has given our co-members the freedom to strike the right balance between their work and home lives, so that they can work in a way that is best for them and their families.

We will continue to run quarterly **company-wide learning events** to educate our co-members about individual differences to support our inclusive workplace culture.

We will continue our efforts to provide **career progression frameworks** across the business, which are now in place for our commercial and engineering teams. These frameworks ensure that a fair and consistent approach is taken to bonus allocation, pay rises and promotions. Our goal is to have career progression frameworks in all departments by the end of July 2022.

Change

We are delighted to see our percentage of women in leadership has increased to 42% in 2022. In our senior leadership team specifically, we have also seen a positive increase in representation, with the percentage of women occupying a director role increasing from 20% in 2021 to 43% in 2022.



We continue to promote our top female talent based on merit and look for opportunities to do so wherever possible. Our talent acquisition efforts also continue to take a deliberate focus on diversifying our talent pool through inclusive selection practises. This means ensuring our recruitment panels continue to be diverse and that qualified female candidates are considered as a priority for our technical vacancies.

We also continue to be transparent with salaries in our job adverts because we know from recent research that women are 6% less likely than men to apply for jobs if a salary is not shown.

Any woman hired or promoted by Reed Online will be in their position because they are the best person for that job.

