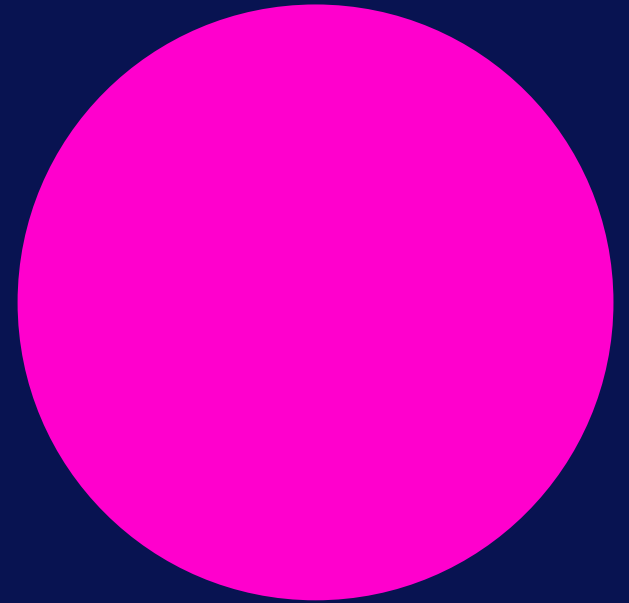


Reed.co.uk

Reed Online

2020 Gender Pay Gap Report



Foreword



At Reed Online our purpose is improving lives through work. We are proud to support the UK jobs market and economy by connecting people with career opportunities.

Our Company values are at the heart of everything we do and one of our values is 'we take ownership'. In support of this I have recently become the executive sponsor for women in leadership at Reed Online.

I wholeheartedly support the requirement for gender pay transparency and I commit to play 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 5th April 2020. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Simon Wingate

MANAGING DIRECTOR & SENIOR SPONSOR
FOR WOMEN AT REED ONLINE



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 starts with our own people. We are committed to building, nurturing and maintaining an inclusive workforce that allows us to draw upon a range of skills, experience and perspectives to ensure our ongoing success as a competitive and inclusive employer.

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

Beckie Sizer

HR DIRECTOR

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.

April 5th 2020 was affected by the Coronavirus pandemic and the UK government launched the Coronavirus Job Retention Scheme which supported employees on temporary leave ('furlough'). These employees are not required to be included in these calculations since they were not in receipt of their full ordinary pay.

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

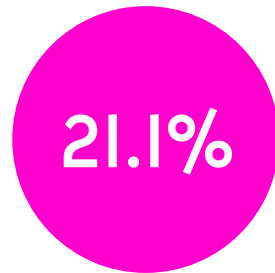
The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of co-members in that gender.

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.

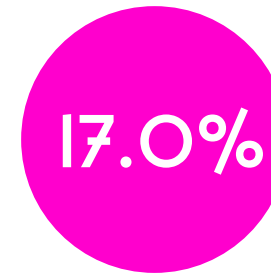
Our results

Gender Pay Gap



Median

The median pay of men is **21.1%** higher than that of women



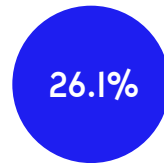
Mean

The mean pay of men is **17.0%** higher than that of women

Bonus Pay Gap

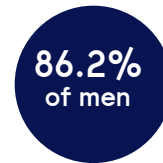


The median bonus pay of women is **0.6%** higher than that of men



The mean bonus pay of men is **26.1%** higher than that of women

Proportion of Co-Members Receiving a Bonus

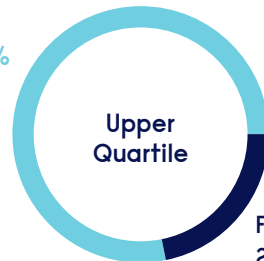


86.2% of all men and **72.9%** of all women received bonus pay

Proportion of co-members in each pay quartile

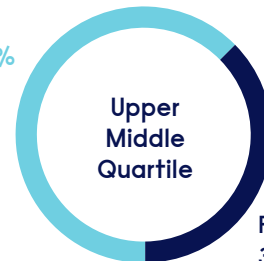
The quartiles are derived from ranking all relevant co-members from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total co-members in that pay quartile.

Male
78.7%



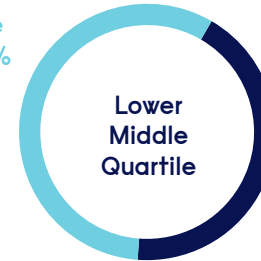
Female
21.3%

Male
69.4%



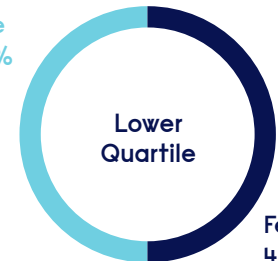
Female
30.6%

Male
61.3%



Female
38.7%

Male
51.6%



Female
48.4%

Our results

2020: Understanding the Gap

The reason Reed Online has a pay gap is due to the gender balance of our co-members, which is currently **67% male** and **33% female**.

Our gender pay gap has narrowed this year, with the median pay gap decreasing by **2.66** percentage points. We are pleased to have made progress in closing the gap and have seen improvements in the lower, middle and upper quartiles specifically.

Additionally, we have seen a decrease in our bonus pay gap this year. This decrease is due to a review of our internal benefit structures, which has led to the implementation of new reward schemes and salary bandings aligned to individual teams and job roles.

Our bonus gap remains, however, because we have a larger proportion of men working in senior positions within the business, who are therefore earning a higher bonus.

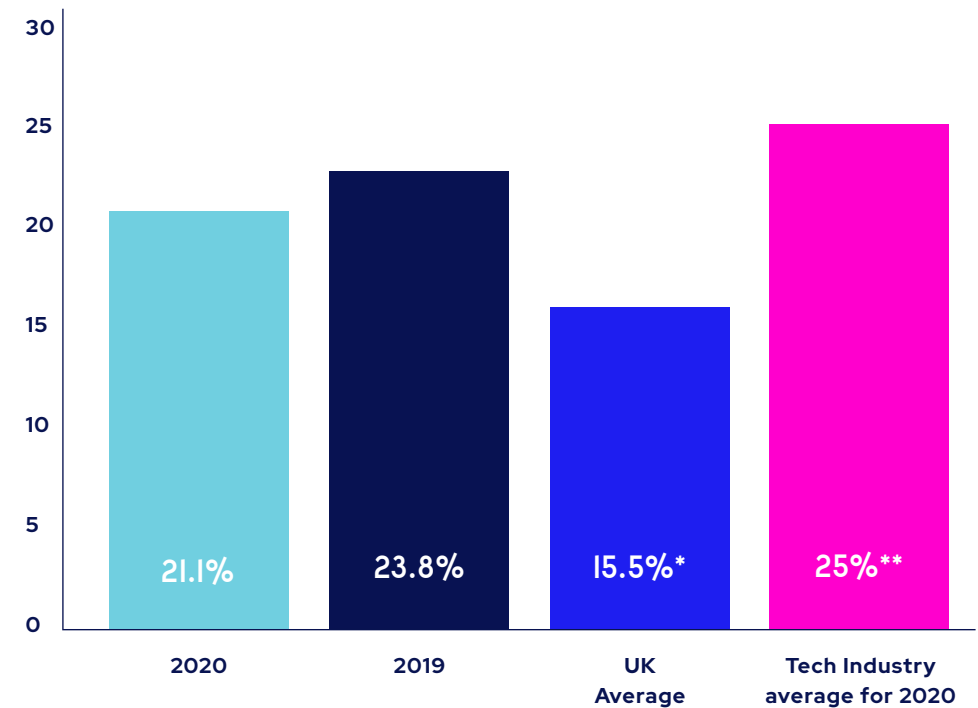
Male
67%



Female
33%

Putting our pay gap in context

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



*Source: ONS

**Source: Mercer

We're on a journey

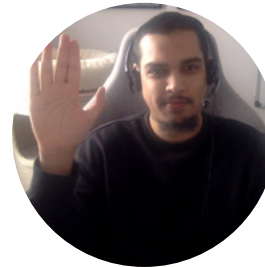
Focus

We are on a journey and we want to improve and do better in the future. In support of this our Senior Leadership Team at Reed Online have each made a personal pledge to support women in our business and help to close the pay gap.



Simon Wingate
MANAGING DIRECTOR

"I will ensure we keep gender on the agenda. I will do this as part of my role as executive sponsor for women in leadership, by championing women in the workplace and celebrating their contributions, achievements and successes."



Adam Faquirbhai
MARKETING DIRECTOR

"I pledge to champion and support women from diverse backgrounds into leadership positions. I will do this by introducing a diverse mentoring programme at Reed Online."



Beckie Sizer
HR DIRECTOR

"I pledge that pregnant women will feel safe and protected at work. I will do this by reviewing Reed Online's internal policies and procedures to ensure mothers receive full support when returning to work from maternity leave."



Eddie Pecker
DIRECTOR OF PRODUCT & ENGINEERING

"I pledge to develop female tech talent at Reed Online through our recruitment and attraction strategy and commit to actively support 'women in tech' mentoring programmes."



Lewis Crowther
FINANCE DIRECTOR

"I commit to choosing to challenge. I will actively challenge and call out gender bias and inequality. I will be an active ally for women across the organisation in my role as Finance Director and I will proactively challenge bias and inequality."



Pierre Vangrevelynghé
COURSES DIRECTOR

"I pledge to identify and invest in opportunities for women on my teams to lead, and give them the support and confidence to do so. I will do this by coaching women across the organisation to feel confident and supported at work"

We're on a journey

Enable

We will implement a **Dynamic Working policy** to support our co-members to work in a way that works for them and their family. We believe that now more than ever is the time to advocate for change, and implement family-friendly policies to help support women to stay in the workplace.

We will educate and equip our managers with the right tools to foster an inclusive culture through our **Inclusive Management Toolkit**. This toolkit will help educate our managers to recognise inequality and support them to create diverse, happy and successful teams.

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 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, consistent and robust 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 know diversity is multi-faceted, and we will use data to better understand the intersectionality of our employees, so we can take the most relevant action to support inclusion. We are committed to running a **diversity data review** in which we will conduct a root cause analysis for any diversity imbalance, including gender, that exists within our business.

Change doesn't just come from just looking on the inside. Our Talent Acquisition efforts will take a deliberate focus on widening our talent pool through **diverse selection practices**. Our recruitment panels will continue to be diverse and cross-functional, and we will consider qualified, female candidates for our technical vacancies as a priority. Any woman hired by Reed Online will be here because she is the best person for the job.

As we strive to do better, Reed Online will remain fair, open and honest with our progress.

