

Reed Online Limited

# 2023 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.**

Having been the Executive Sponsor for Reed.co.uk's 'Inspiring Women' network for three years, our goal is to enable change that improves the experiences of women in our business. I fully support the requirement for gender pay transparency and I am committed to playing my part in helping Reed.co.uk 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 2023. 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.co.uk. We take this opportunity to remain focused on our commitment to tackling the gender pay gap with the aim of bringing about real and lasting change.

**Beckie Sizer**, HR Director

# What is the gender pay gap?

At the time of this data, Reed Online's headcount was 275 which is slightly over the required reporting threshold. This means the gender pay gap data is sensitive to the smallest of changes, which has had an impact on both the gender pay gap and bonus pay gap this year. Regardless of headcount, Reed Online chooses to publish its gender pay gap 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 and women's average hourly earnings across the whole organisation. Whereas, 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 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 of that gender.

# Our results

## Gender pay gap

21.7%

### Median

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

16.2%

### Mean

The mean pay of men is **16.2%** higher than that of women

## Bonus pay gap

62.8%

The **median** bonus pay of men is 62.8% higher than that of women

47.9%

The **mean** bonus pay of men is 47.9% higher than that of women

## Proportion of co-members receiving a bonus

85.7%

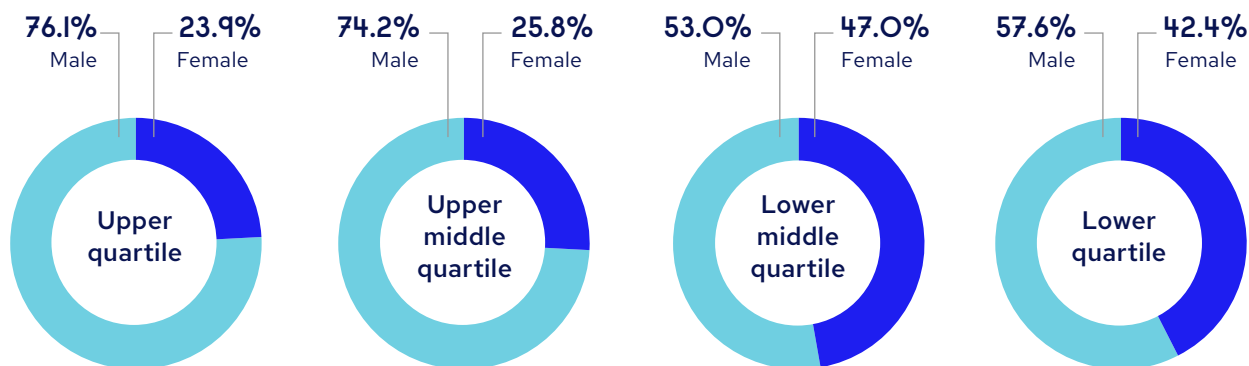
**of all men** received bonus pay

87.0%

**of all women** received bonus pay

## Proportion of co-members in each pay quartile

The quartiles are derived by 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.

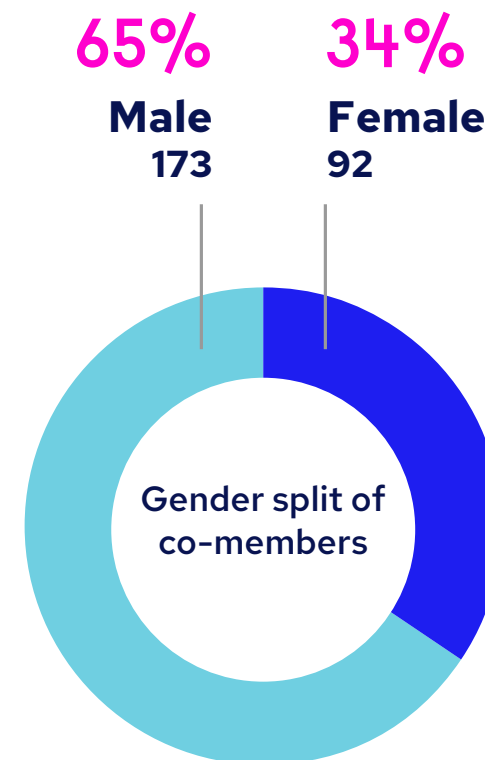


# Our results

## 2023: Understanding the Gap

We are pleased that our median gender pay gap has decreased by 1.5 percentage points this year. However, we have seen a small change in our mean pay gap which has increased by 3.86 percentage points.

Our bonus gap remains due to the gender split in favour of men within our Commercial department. Our median bonus gap has increased by 36.7 percentage points this year and our mean bonus gap has increased by 0.78 percentage points.



## Putting our pay gap in context

One of the main contributing factors to our gender pay gap is that we operate in the technology sector where on average 26% of workers and 9% of senior leaders are female\*. Additionally, the technology sector continues to experience higher employee attrition due to skills shortages across the UK, making the demand for digital talent even more competitive.

\*Study by Tech Nation, published in 2021

# We're on a journey

Our focus has been on enabling change for the better. We have continued to make progress against our pledge to **'keep gender on the agenda'** and to **challenge bias and inequality** through the following initiatives.

## 1. Keeping gender on the agenda

The 'Inspiring Women' network has continued to listen and understand the feedback of women at Reed.co.uk, with a specific focus on the **experiences of 'Women in Sales', and 'Women in Tech'**.

Using the feedback from these sessions, Reed.co.uk has implemented the following initiatives:

- Completed a series of interviews with women across Reed.co.uk to understand their thoughts and ideas on how we can enable change
- Hosted a 'Women in Tech Networking Brunch' organised by a panel of female co-members from Reed.co.uk's technical teams
- Organised a 'Women in Sales' networking event for co-members to share their experiences
- Launched an inclusive 'Partner leave' policy in collaboration with our LGBTQ+ network

## 2. Challenging bias and inequality through inclusive leadership

In 2023 a new internal leadership training programme **LEAD at Reed.co.uk** was launched to managers across the company. Modules focus on inclusive leadership, to educate our managers on how they can best **support and enable diverse talent** in their teams.

Reed.co.uk received a Bronze accreditation from the **Inclusive Employer Standard (IES)**, an evidence based workplace accreditation focusing on Equity, Diversity and Inclusion. Feedback from IES led Reed.co.uk to launch its new **Inclusion Steering Committee**.

# We're on a journey

## Enable

In 2024 we will continue to focus on how we can best support and enable diverse talent by:

- Continuing to identify learning and development opportunities for women through our partner **apprenticeship schemes** including TechSheCan and JustIT
- Launching a revised company-wide annual review process with clear **competency matrices**, to ensure a consistent approach is taken to promotions.

## Change

Our percentage of Women in Leadership as of 2024 is **48%** which has increased by 2% since 2023. Additionally, female representation on the statutory board of directors as of 2024 is **60%** which has increased by 10% since 2023.

We will continue to focus on diversifying our talent pool through inclusive recruitment and development practices including:

- Ensuring that all recruitment selection panels continue to be diverse
- Consider qualified female candidates as a priority for commercial and technical vacancies
- Continue to nurture and promote our top female talent

Any woman who has been hired or promoted by Reed Online is in their position because they are the best person for the job.

