

# RIXONWAY GENDER PAY GAP REPORT 2020



## MEAN PAY GAP



2020: 14%  
2019: 16%



## MEDIAN PAY GAP



2020: 9%  
2019: 11%

- Mean and median difference in hourly rate of pay for males and females in April 2020 and April 2019



## MEAN BONUS GAP



2020: 19%  
2019: -23%



## MEDIAN BONUS GAP



2020: -20%  
2019: -26%

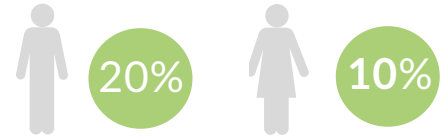
- Mean and median difference in bonus pay for males and females in April 2020 and April 2019
- Relatively small numbers of colleagues are paid bonus. There are two bonus schemes, both are performance related and meritocratic; however, one scheme creates significantly greater earning potential than the other, based on expectations within the role. The proportion of males and females within these schemes are significantly different and this is the central driver of the observed gap. Making small increases or decreases to bonus payments, depending upon performance, can therefore significantly affect this analysis particularly when drawing year on year comparisons



## % RECEIVING BONUS 2020



## % RECEIVING BONUS 2019



- Percentage of males and females receiving bonus payments in the year immediately proceeding 5th April 2020 and 5th April 2019



## QUARTILES 2020

	M%	F%
Quartile 1	61	39
Quartile 2	81	19
Quartile 3	85	15
Quartile 4	81	19
General Population:	77	23



## QUARTILES 2019

	M%	F%
Quartile 1	63	37
Quartile 2	79	21
Quartile 3	90	10
Quartile 4	85	15
General Population:	79	21

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 80 colleagues

## OVERALL

- Rixonway is committed to ensuring equity, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation