

# RIXONWAY GENDER PAY GAP REPORT 2018



## MEAN PAY GAP



2018: 17%  
2017: 14%



## MEDIAN PAY GAP



2018: 13%  
2017: 14%

- Mean and median difference in hourly rate of pay for males and females in April 2018 and April 2017



## MEAN BONUS GAP



2018: -20%  
2017: 37%



## MEDIAN BONUS GAP

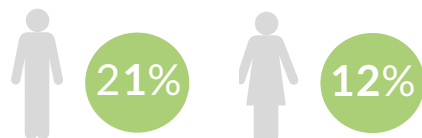


2018: -209%  
2017: 27%

- Mean and median difference in bonus pay for males and females in April 2018 and April 2017
- 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. We have a significantly higher proportion of females than males in the scheme with greater earning potential and a significantly higher proportion of males in the scheme with lower earning potential. These are the central drivers of the observed gap. The +209% represents a difference of £2,212



## % RECEIVING BONUS 2018



## % RECEIVING BONUS 2017



- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2018 and 5th April 2017
- Higher proportion of females within high commission earning roles
- Higher proportion of males within senior leadership team



## QUARTILES 2018

	M%	F%
Quartile 1	62	38
Quartile 2	82	18
Quartile 3	91	9
Quartile 4	87	13
General Population:	80	20



## QUARTILES 2017

	M%	F%
Quartile 1	58	42
Quartile 2	85	15
Quartile 3	90	10
Quartile 4	87	13
General Population:	80	20

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 110 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 are committed to taking a number of actions across the business to attract more females into the company and into leadership roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation