



**RENDALL &
RITTNER LIMITED
GENDER PAY GAP
REPORT 2024**

GENDER PAY GAP REPORT 2024

SCOPE

This report covers employees of RENDALL & RITTNER LIMITED for the year starting 6th April 2023 and ending 5th April 2024

WHAT IS GENDER PAY GAP REPORTING?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 state that employers with at least 250 employees are required to publish metrics on specific gender pay information:

- Mean and median gender pay gap, using hourly rates
- Mean and median bonus pay gap
- Proportion of male and female employees receiving a bonus
- Proportion of male and female employees by quartile pay band.

The regulations require employers to report annually, and within 12 months using April payroll data, including bonuses, so we report on mean and median gender pay and bonus gaps and quartile bands. The four quartile bands are an even distribution of our employees from the highest hourly rate to the lowest.

GENDER PAY GAP REPORT 2024

WHAT IS A GENDER PAY GAP?

Most organisations in the UK have a gender pay gap but this does not mean that men and women are paid differently for the same or equal work. The gender pay gap is the measure between the average earnings of men and women across an organisation, regardless of their role or seniority.

WHAT IS THE DIFFERENCE BETWEEN GENDER PAY AND EQUAL PAY?

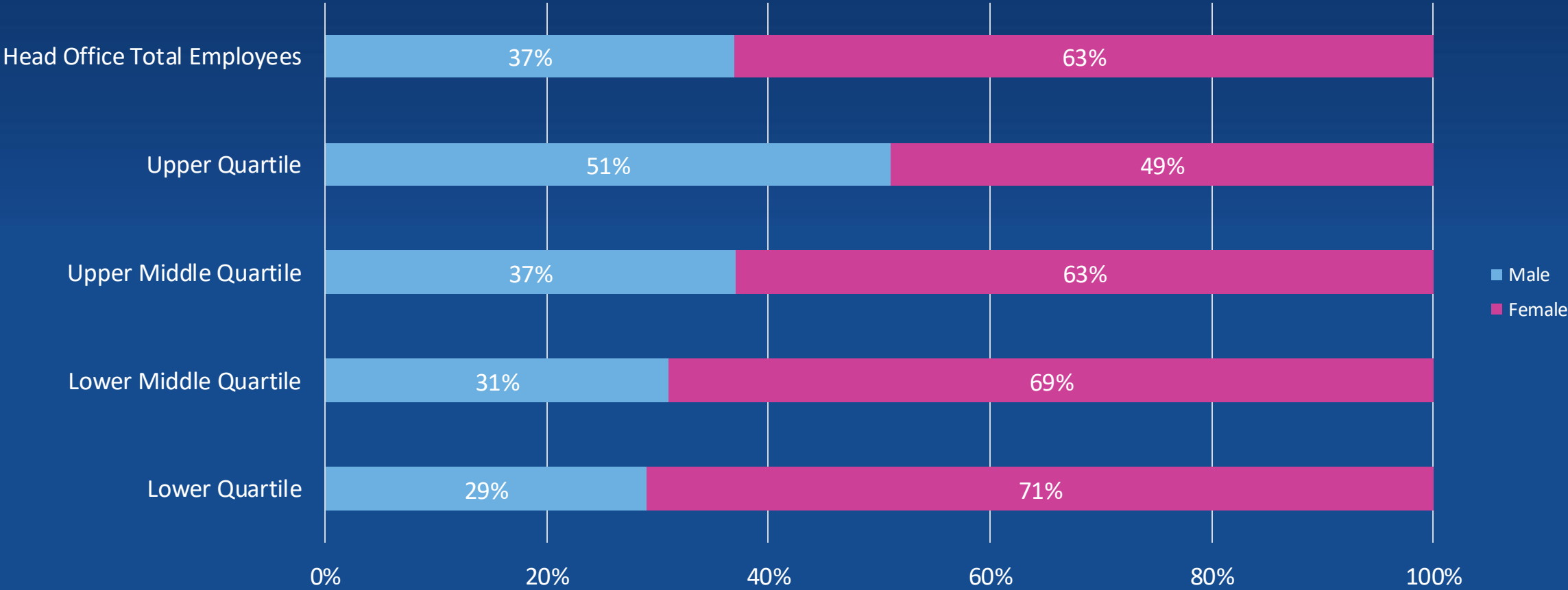
Equal pay relates to men and women being paid equally for the same or like work. This is a legal requirement in the UK and a principle that Rendall & Rittner remains committed to and one that we are confident that we abide by.

WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?

The mean figure is the average hourly rate for the group of employees in the quartile, once all the salaries are added up and divided by the number of employees. The mean gender pay gap is the difference between the average hourly rate for male employees and female employees. The median figure falls in the middle of the range when employees' salaries in the quartile are lined up from lowest to highest. The median gender pay gap is the difference between the hourly rate in the middle of male salaries and the hourly rate in the middle of the female salaries.

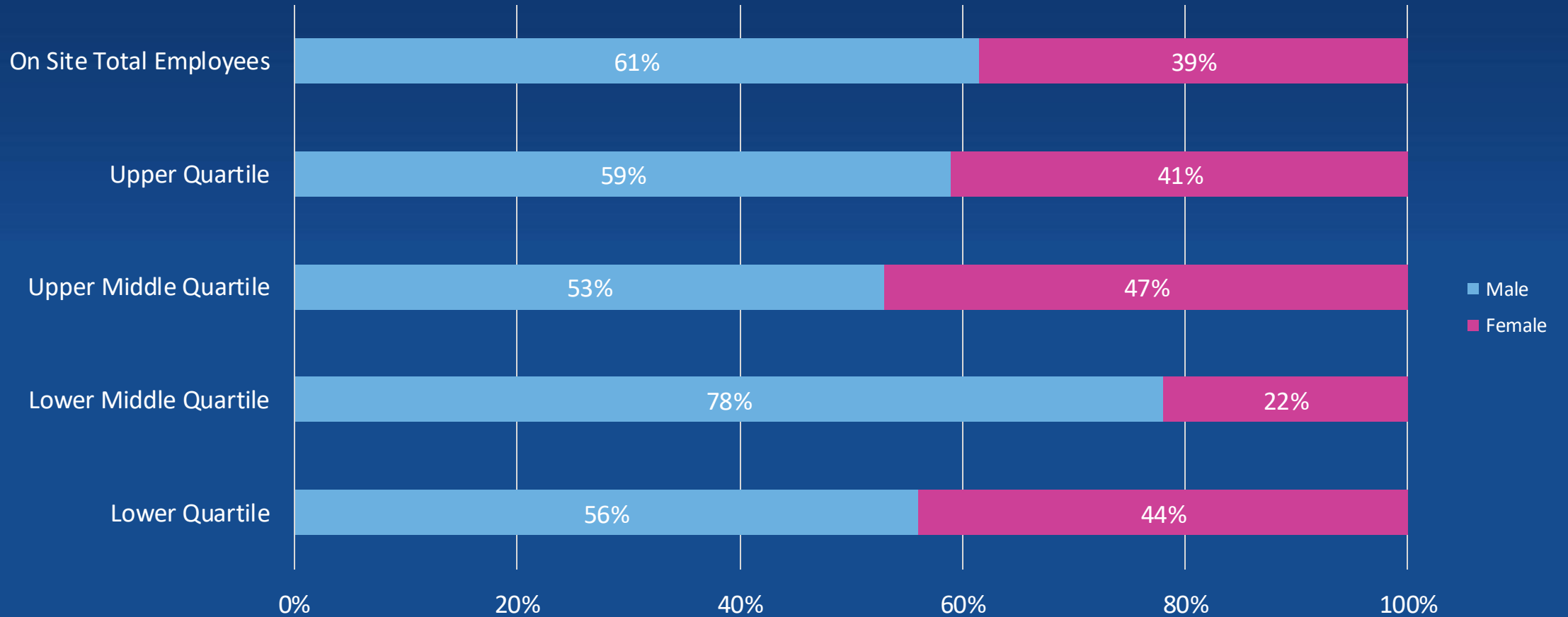
Typically, the median figure is more representative as the mean figure can be skewed by a handful of highly paid employees. A large difference between the mean and the median figures can indicate inequality at either end of the pay scales but generally it would be at the higher end of the scale.

GENDER SPLIT HEAD OFFICE

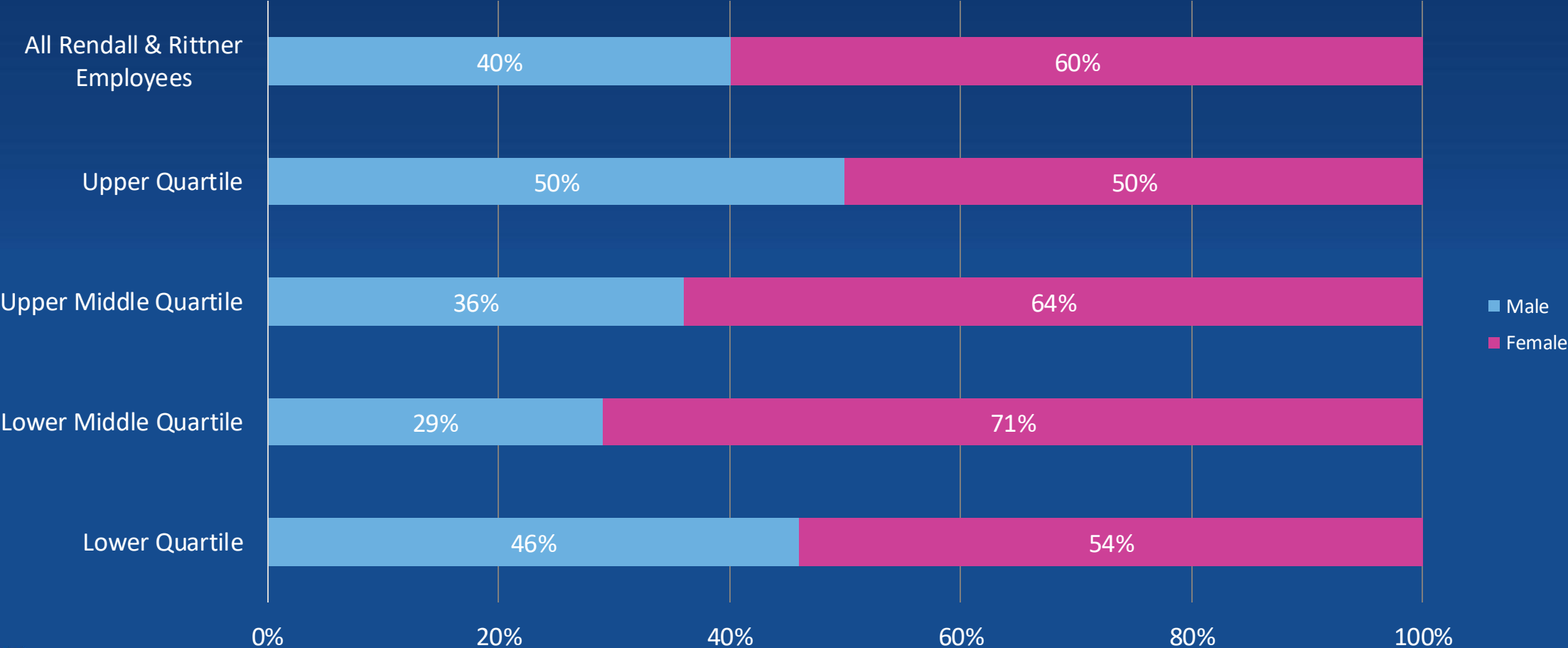


466 employees are included in this report

GENDER SPLIT ONSITE



RRL GENDER SPLIT



557 employees are included in this report

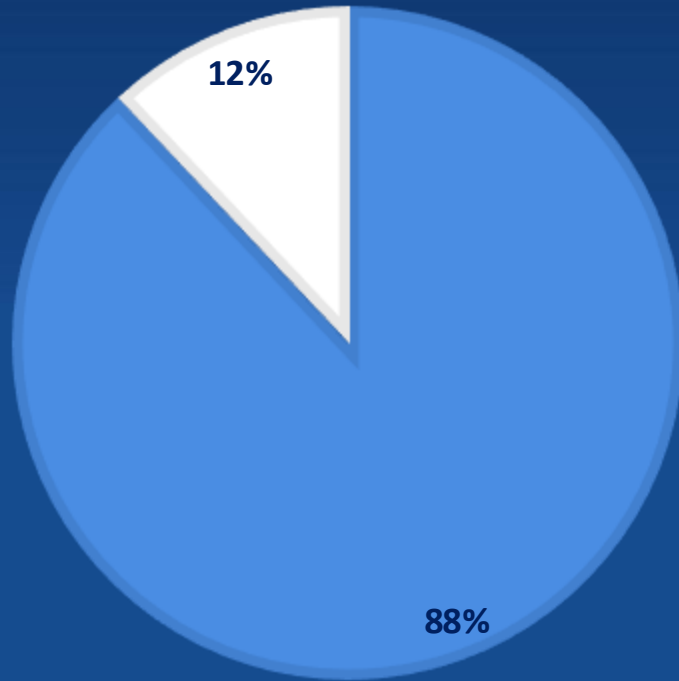
GENDER PAY GAP

	Mean Gender Pay Gap			Median Gender Pay Gap		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
Head Office	£26.36	£21.89	+16.94%	£21.70	£18.92	+12.81%
On Site	£13.43	£13.62	-1.48%	£11.82	£12.32	-4.23%
Rendall & Rittner Limited	£23.77	£21.20	+10.83%	£19.64	£17.98	+11.24%

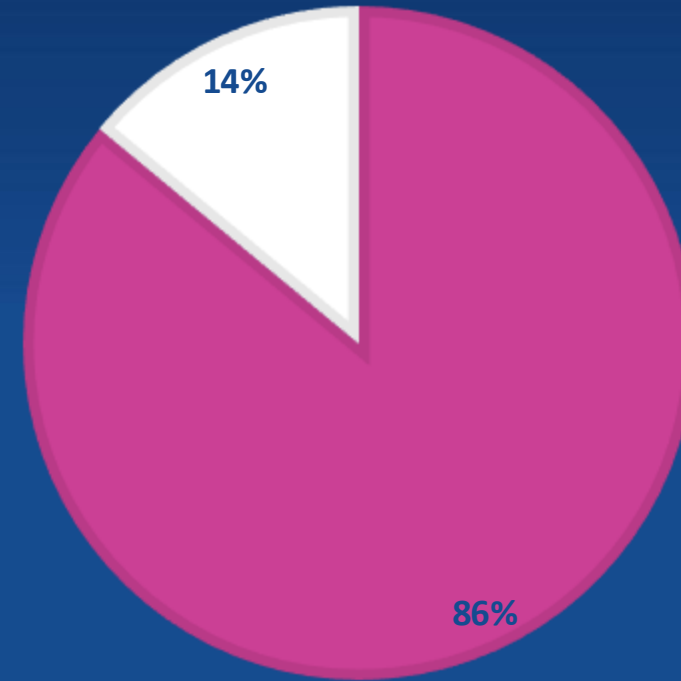
GENDER PAY GAP

- We employ more female employees in RRL which is driven by a higher number in Head Office roles.
- In Head Office we have more male employees in senior roles but many more female employees at all other levels. Our Board and SLT is 58/42% split Male/Female
- We would expect to see a pay gap in Head Office as we have more male employees in senior roles, but the difference in the upper quartile is only 2% which is positive and reflective of the higher number of female employees generally.
- **The Onsite pay gaps are positive**, which is positive as we have significantly more male employees in this area.

HEAD OFFICE BONUS GENDER SPLIT

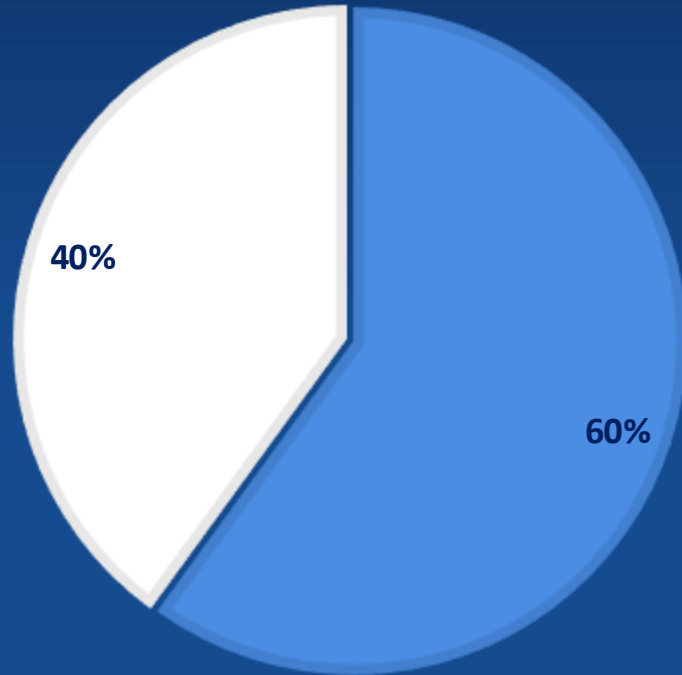


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

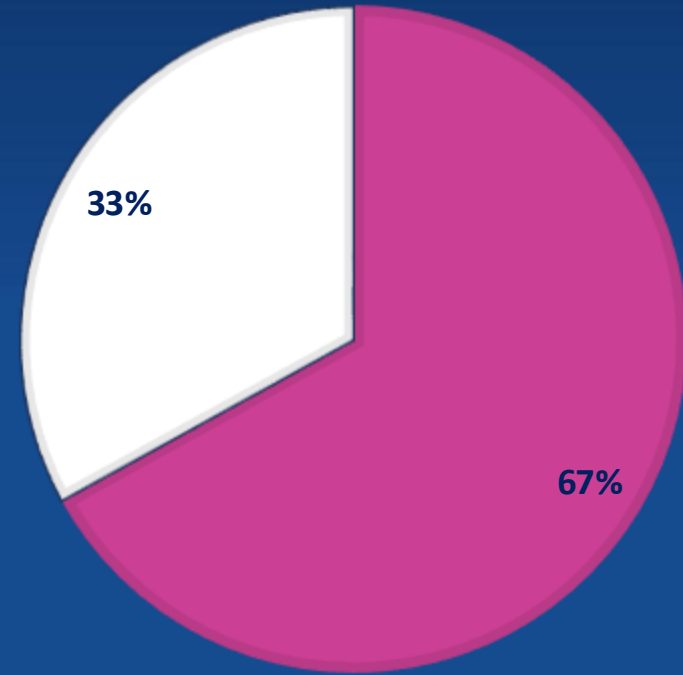


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

ONSITE BONUS GENDER SPLIT

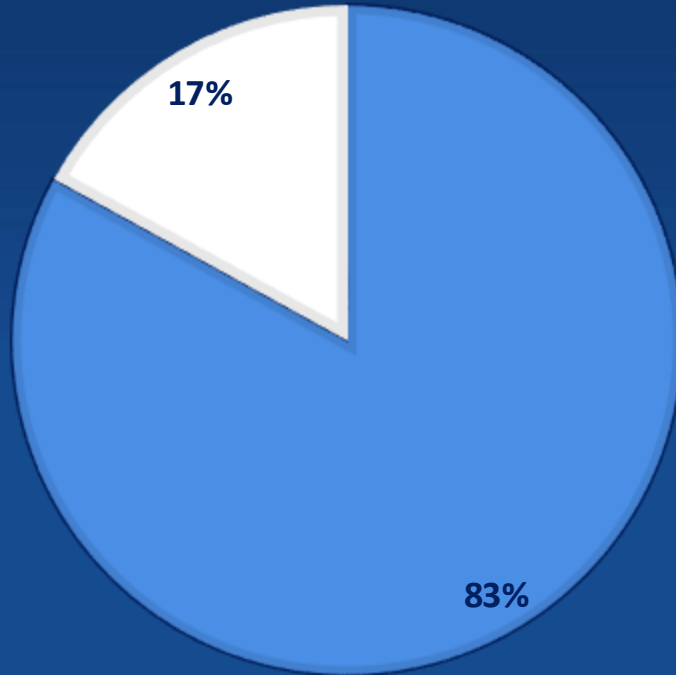


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

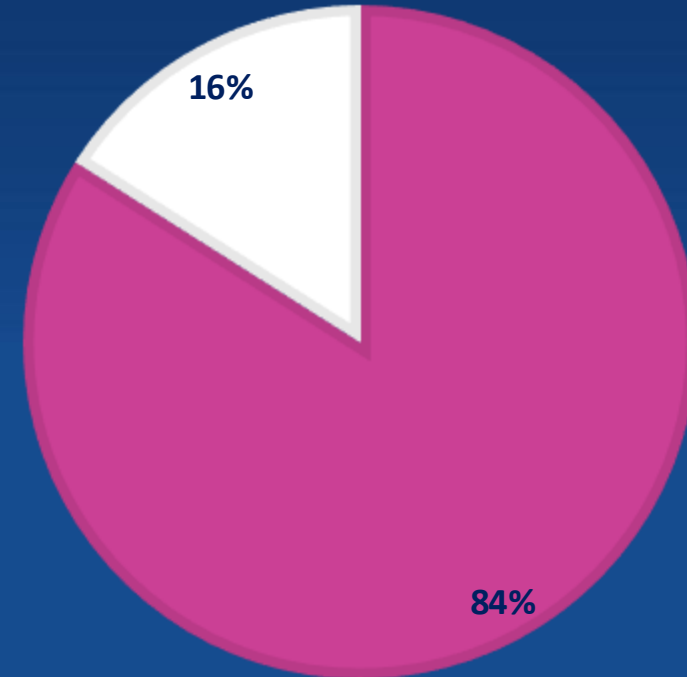


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

RRL BONUS GENDER SPLIT



- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus



- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

BONUS PAY GAP

	Mean Bonus Pay Gap			Median Bonus Pay Gap		
	Male	Female	Mean Bonus Pay Gap	Male	Female	Median Bonus Pay Gap
Head Office	£2,692.38	£1,605.00	+40.39%	£1,300.00	£1,058.51	+18.58%
On Site	£761.07	£766.07	-0.66%	£500.00	£750.00	-50.00%
Rendall & Rittner Limited	£2,413.42	£1,549.48	+35.80%	£1,100.00	£1,030.00	+6.36%

BONUS PAY GAP

- Head Office employees were eligible for 2 bonus payments within the review period, which will skew the numbers
- Discretionary bonuses in Head Office use salary as a part of the calculation and as there are more male employees in the upper quartile, we would expect to see a pay gap in head office
- Because there are more males in senior roles in both head office and onsite roles, this skews the bonus payments, and we would expect to see a gap in the overall mean average. The median bonus gap is more reflective of the population as there are more women at other levels in the organisation.
- The % of male and female employees getting paid a bonus is broadly the same for both Head Office and Onsite so we can see fairness in applying discretionary bonus payments

GENDER EQUALITY

We are committed to attracting and retaining the best staff in the industry whatever their gender and we regularly survey our staff to obtain their views on how we are operating, via pulse surveys and employee feedback.

Rendall & Rittner is very proud of the diversity within its workforce and we remain absolutely committed to continue to drive equality and diversity across the organisation. We have the below initiatives in place:

- All recruitment processes are designed to ensure non bias and gender neutrality
- Investment in mandatory training and development for all employees in equality and diversity
- Working closely with clients to drive the Living Wage Foundation initiative
- Long service sabbaticals for certain roles within the organisation
- Graduate and Apprentice schemes to encourage careers within the industry
- Celebrate International Women's Day with interviews with female employees to promote career opportunities
- Introduced a hybrid working model giving flexibility to employees to work from other locations as needed and where appropriate
- Inclusive bonus schemes that are fair and equitable to all

CLOSING STATEMENT FROM OUR CEO

We are pleased to see that our pay gaps are low. This shows that we already have some great processes and initiatives in place. We have a much higher number of male employees in our onsite roles, which is reflective of our industry. We will continue to address this balance by:

- Continuing regular training initiatives promoting EDI and our All In initiatives
- Ensuring all those involved in hiring decisions have refresher training to ensure there is no unconscious bias
- Strengthening career development and talent management frameworks
- Promoting flexibility and the opportunity to work flexibly, where appropriate for the role, in our recruitment adverts
- Continuing with our Pulse Surveys and acting on feedback from our employees
- Partnering with universities to attract new talent, from graduates and apprentices to more senior roles.
- Developing further relationships with local communities to attract local employees, particularly for onsite roles.

I confirm that the information contained in this report is accurate.



A handwritten signature in white ink, appearing to read "C Riva".

Catherine Riva
CEO, Rendall & Rittner
25th September 2024