



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

# GENDER PAY GAP REPORT 2024

## SCOPE

This report covers employees of RENDALL & RITTNER OPERATIONS LIMITED for the year starting 6<sup>th</sup> April 2023 and ending 5<sup>th</sup> 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.

For the purpose of this report and to aid transparency we are reporting on one combined and two separate Rendall & Rittner employee groups; Rendall & Rittner Operations Limited all employees, head office and onsite. The onsite group are employed directly for the benefit of our clients, who with our guidance and recommendations agree rates of pay and are involved at their request in recruitment, in particular for senior appointments.

# 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?**

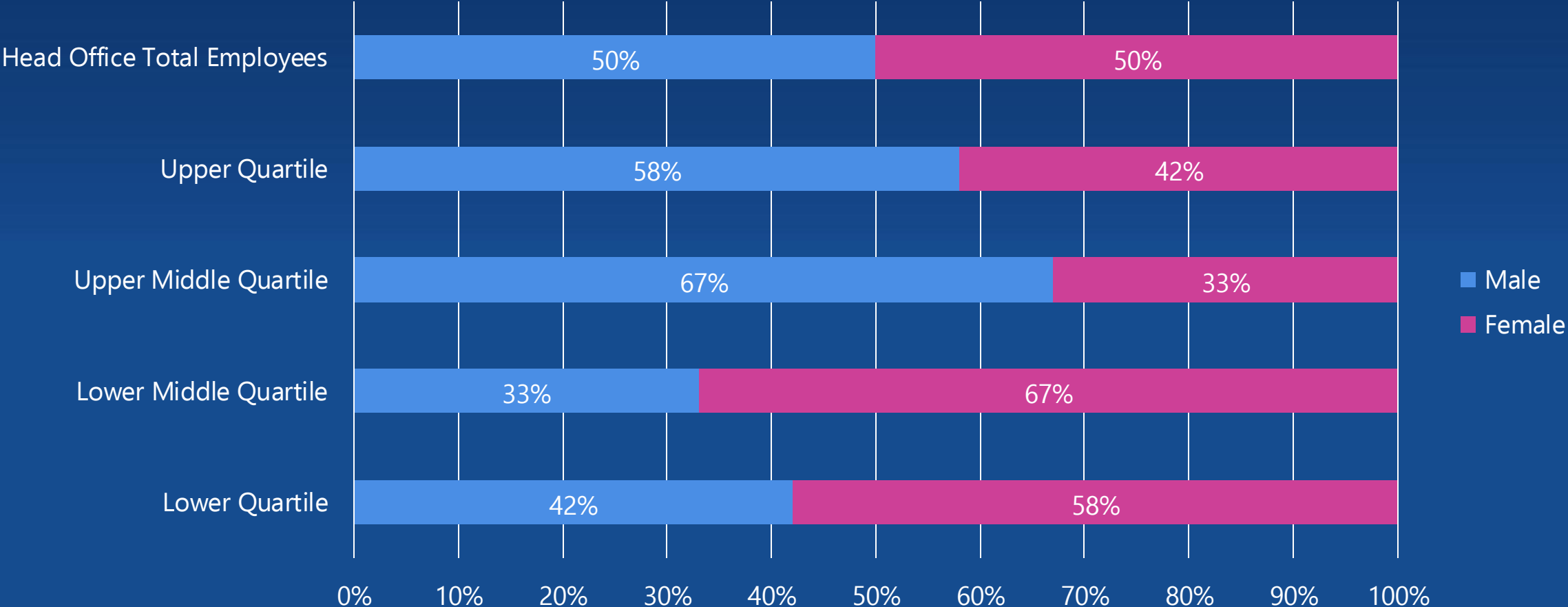
Equal pay relates to men and women being paid equally for the same or like work. This is a legal requirement in the UK and a principle that Rendall & Rittner remains committed to and one that we are confident that we abide by.

## **WHAT IS THE DIFFERENCE BETWEEN THE MEAN AND MEDIAN FIGURES?**

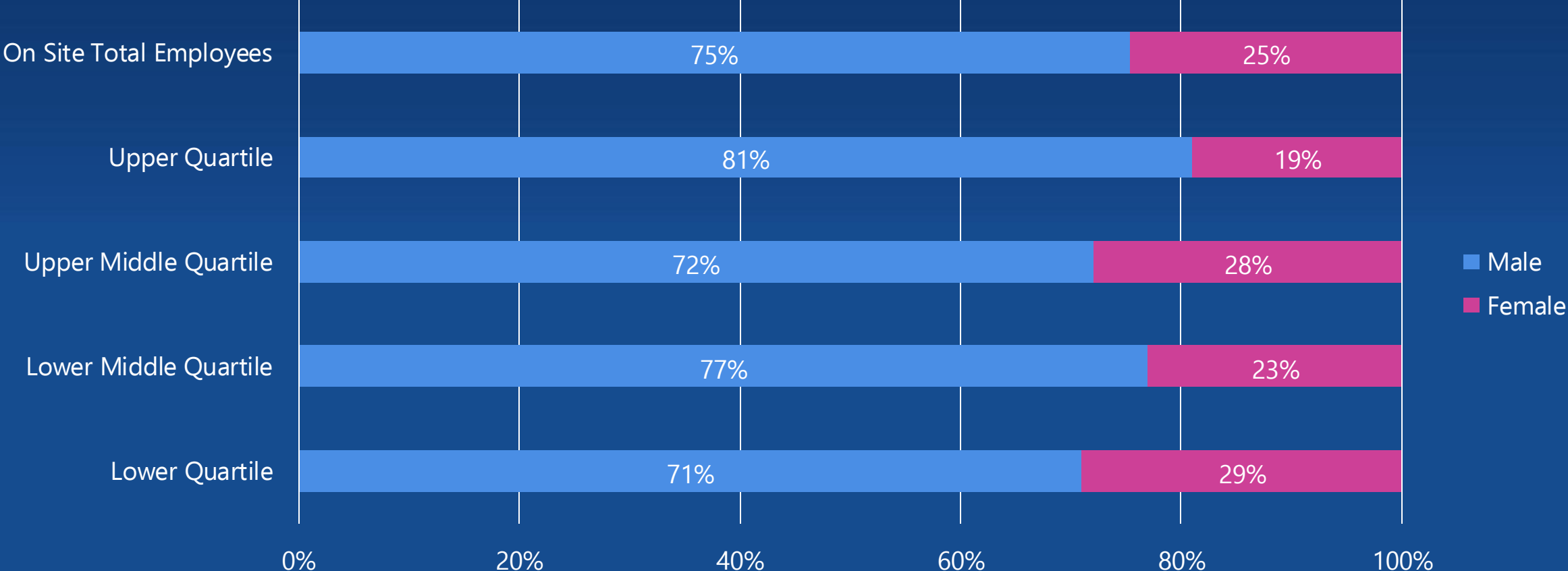
The mean figure is the average hourly rate for the group of employees in the quartile, once all the salaries are added up and divided by the number of employees. The mean gender pay gap is the difference between the average hourly rate for male employees and female employees. The median figure falls 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.

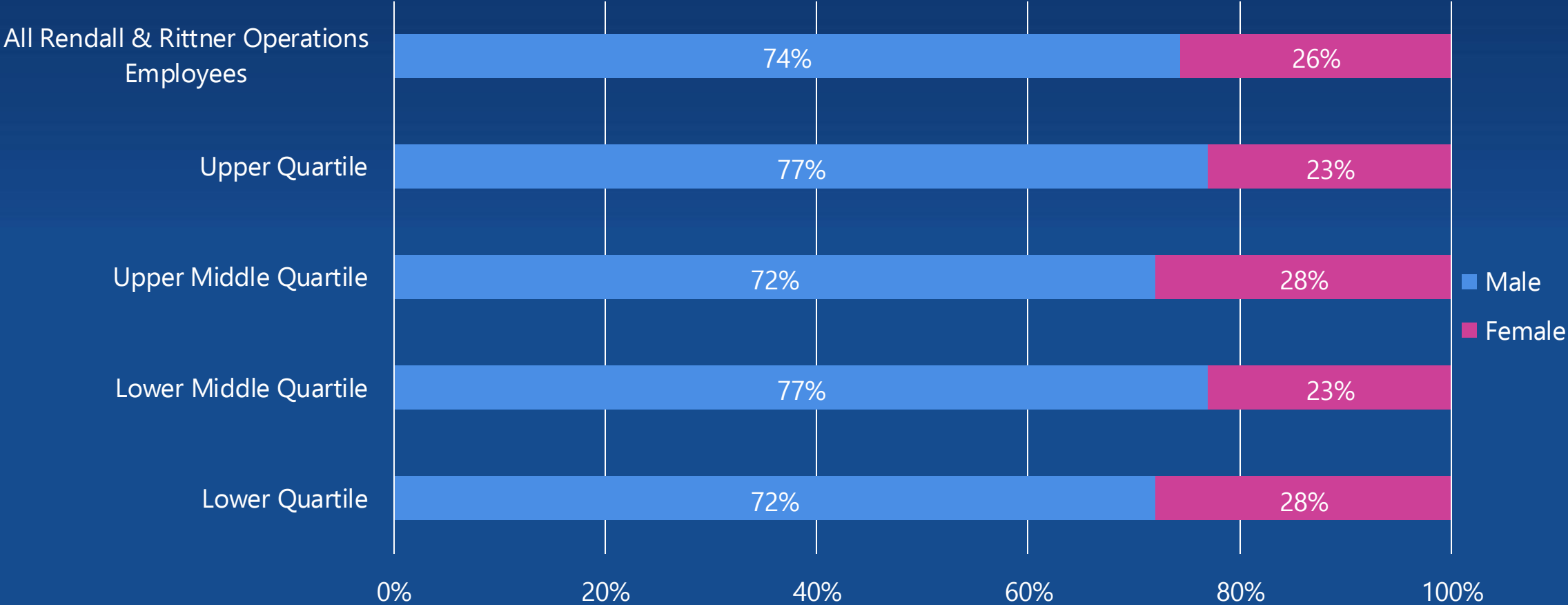
# GENDER SPLIT HEAD OFFICE



# GENDER SPLIT ONSITE



# RRO GENDER SPLIT



1,218 employees are included in this report

# GENDER PAY GAP

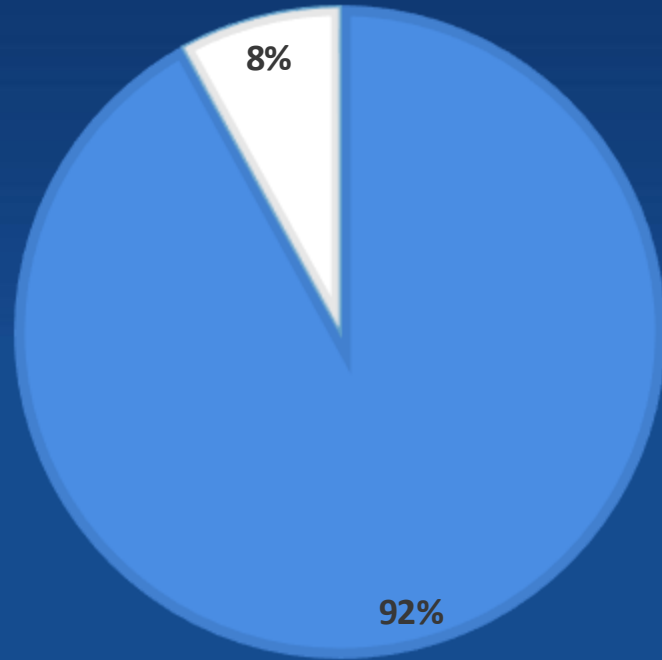
	Mean Gender Pay Gap			Median Gender Pay Gap		
	Male Hourly Rate	Female Hourly Rate	Mean Gender Pay Gap	Male Hourly Rate	Female Hourly Rate	Median Gender Pay Gap
Head Office 2024	£27.77	£25.03	+9.85%	£25.16	£21.97	+12.68%
On Site 2024	£15.50	£14.63	+5.61%	£13.70	£13.50	+1.46%
Rendall & Rittner Operations Limited	£15.82	£15.43	+2.51%	£13.75	£13.77	-0.15%

# GENDER PAY GAP

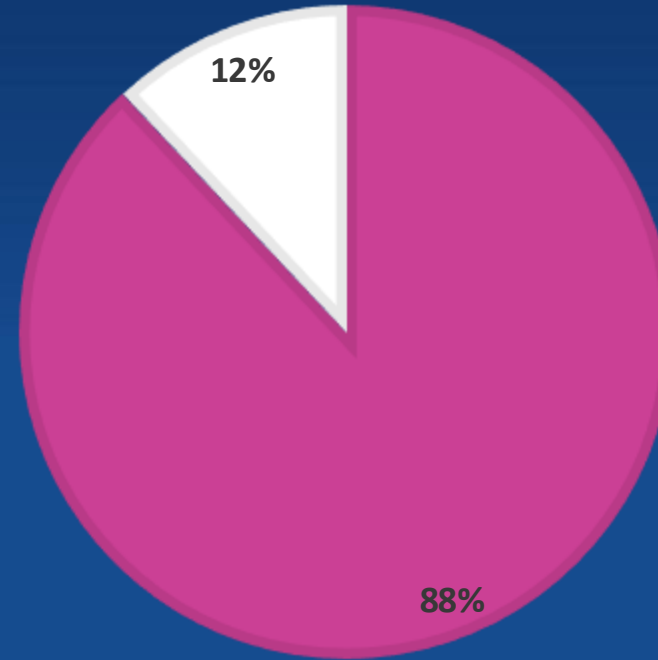
- We employ significantly more male employees in RRO which is typical of our industry but skews the numbers
- More of our senior onsite staff are male, leading to a much higher split of male to female employees in the upper quartiles
- We would expect to see a small pay gap in the Head Office roles as there are more male employees in senior positions
- As we have significantly more male employees in senior onsite roles, it is positive to see that the pay gaps are low and have decreased from the last report



# HEAD OFFICE BONUS GENDER SPLIT

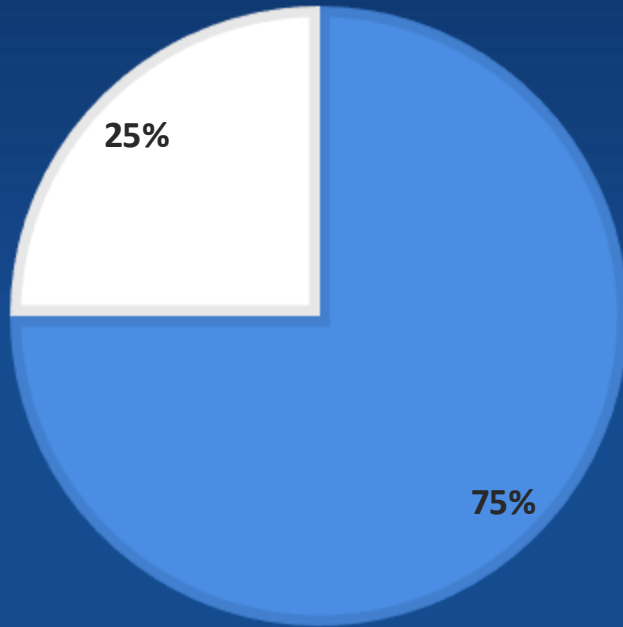


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

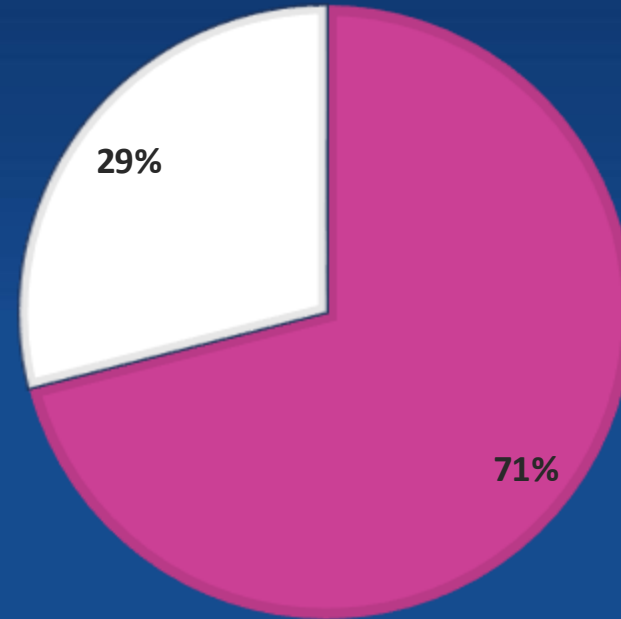


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

# ONSITE BONUS GENDER SPLIT

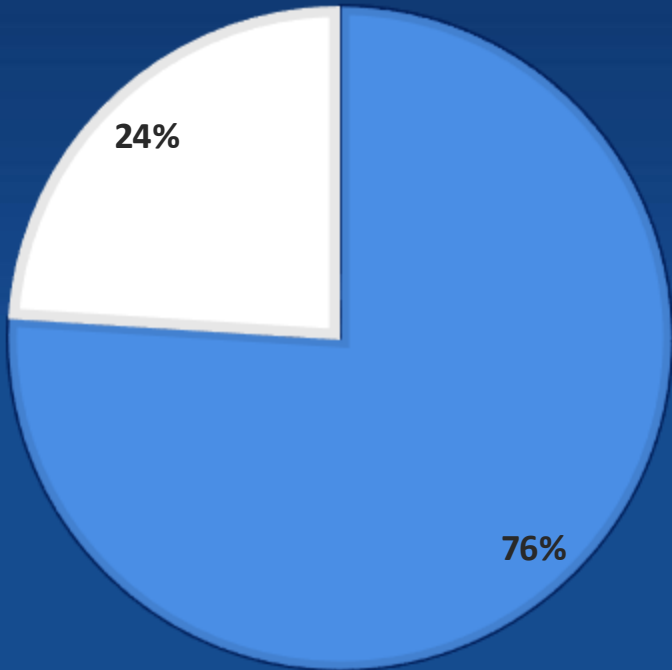


- Percentage of Male employees paid a bonus
- Percentage of Male employees not paid a bonus

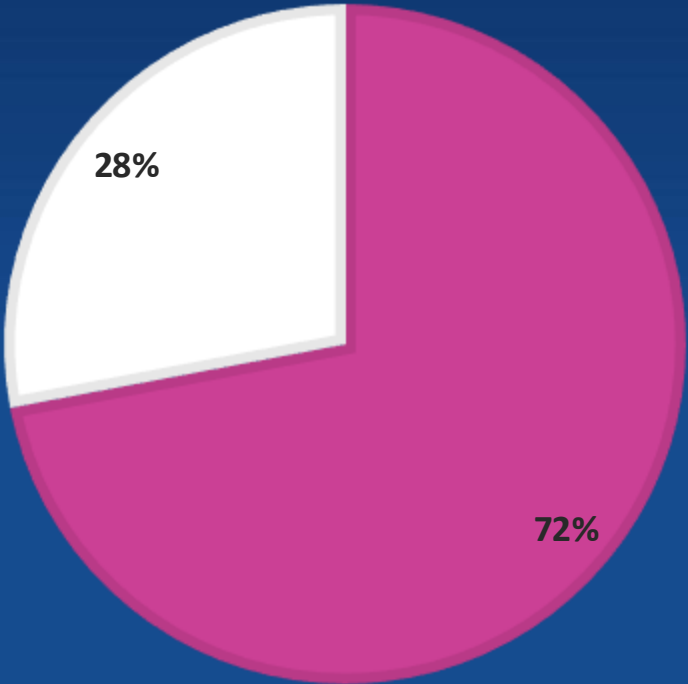


- Percentage of Female employees paid a bonus
- Percentage of Female employees not paid a bonus

# RRO 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	£2,362.71	£1,704.14	+27.87%	£1,600	£800	+50%
On Site	£877.32	£723.00	+17.59%	£545.60	£519.23	+4.83%
Rendall & Rittner Operations Limited	£924.95	£814.57	+11.93%	£550.00	£524.16	+4.70%

# BONUS PAY GAP

- There are more male employees in RRO and more at senior levels, which would typically attract a higher bonus payment
- Head Office employees were eligible for 2 discretionary bonus payments during the period of this review. As there are more senior male employees, we would expect to see gaps
- The onsite senior roles tend to receive higher bonus payments, typically more than Head Office roles. As more employees in these roles are male, the mean and median averages are higher
- 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 following 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
- Celebrate International Women's Day with interviews with our female employees to promote career opportunities
- 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  
25<sup>th</sup> September 2024