



Gender Pay Report 2020

NOTE:

This report is based on data from May 2019 to April 2020.

For equivalent roles throughout the organisation, RGB does not have a gender pay gap. We approach all aspects of pay and reward in a gender neutral way, so we are confident that any gaps between male and female pay and bonus are due to the structure of our workforce.

We currently have fewer women in senior roles, or in positions where bonus is a material part of remuneration. When structural factors such as these are removed, differences in reward can largely be explained by individual experience, skillset and performance.

Women are employed throughout every level of the organization and the career development opportunities within RGB are equally available to all, and based on skills, capability and experience.



The Gender Pay Reporting Guidelines set out what companies must report about their staff

1. The mean and median difference (in percentage terms) between the pay of men and women throughout the organisation.

At RGB, the mean difference in percentage terms between the pay of men and the pay of women is **-0.11%**

At RGB, the median difference in percentage terms between the pay of men and the pay of women is **1.6%**

Both the mean and median differences have reduced since 2019.

2. The organisation has been divided into four pay quartiles and the number of men and women in each quartile.

At RGB, the number of men and women in each quartile are:

	Women	Men
Quartile 1 – Lower	14	75
Quartile 2 – Lower Middle	18	71
Quartile 3 – Upper Middle	17	72
Quartile 4 - Upper	14	76

This also demonstrates that there are more women moving into the upper ranges.

3. The mean and median percentage difference in bonus paid to men and women.

At RGB, the mean difference in percentage terms between bonus paid to men and to women is **24.56%**. Although decreased from the previous year, this is still a high percentage due to the higher proportion of males undertaking operational roles.

The median difference in percentage terms between bonus paid to men and to women is **27.26%**. The reason for this is the same as the detail shown above.

We have a number of different types of bonus. The Company Performance Related bonus is received by both genders equally. Other bonuses are paid based on the role undertaken and many of these are held by males.

4. The percentages of men and women who receive a bonus.

At RGB, following the qualifying period, **100%** of men and women receive a bonus.

In overall terms, and taking into account the operational bonuses, 94% of males receive a bonus, and 91% of women earn a bonus.