



# Gender Pay Report 2021

**NOTE:**

**This report is based on data from May 2020 to April 2021.**

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 are due to the structure of our workforce.

As is normal within our sector, we have fewer women in senior roles, or in positions where bonus is a material part of remuneration. When 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 **-6.82%**

At RGB, the median difference in percentage terms between the pay of men and the pay of women is **3.08%**

The values have increased since 2020 due to some structural changes within the organisation. There are less women now employed in the Upper Middle Quartile which affects these results.

### 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	18	66
Quartile 2 – Lower Middle	12	72
Quartile 3 – Upper Middle	13	71
Quartile 4 - Upper	14	71

### 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 **6.04%**. This figure has decreased from the previous year as we move towards more females being employed in operational roles where a bonus is achievable.

The median difference in percentage terms between bonus paid to men and to women is **14.08%**. 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.