

Reach

Gender Pay Gap Report 2020



Our 2020 gender pay gap results are shown below:

1. Our mean gender pay gap is 4.4%
2. Our median gender pay gap 1.1%
3. The percentage of:
 - male employees receiving a bonus is 89.7%
 - female employees receiving a bonus is 88.5%
4. The mean gender bonus gap is 25.1%
5. The median gender bonus gap is 43.8%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	67.6%	32.4%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	48.5%	51.5%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	47.1%	52.9%
A	Includes all employees whose standard hourly rate places them in the lower quartile	62.7%	37.3%

We will not be doing a full written analysis this year results due to a significant proportion of our workforce being furloughed during the reference period.

We remain committed to creating a diverse, transparent, and inclusive culture that provides men and woman with equal opportunities and reward .Please review previous years commentary to see the progress we have made.

We will share a full analysis of our 2021 result when they are published.

Justin Rigden, Group Operations Director