

# **GENDER PAY GAP REPORT**

## **APRIL 2024**

Reach



# GENDER PAY GAP REPORT 2024

This report has been produced in accordance with the legal requirements set out under the Equality Act 2010.

The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay. According to the Office of National Statistics, the overall gender pay gap in the UK, for the reporting period in 2024, is 13.1%.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It ranks all the hourly rates in order and selects the middle salary.

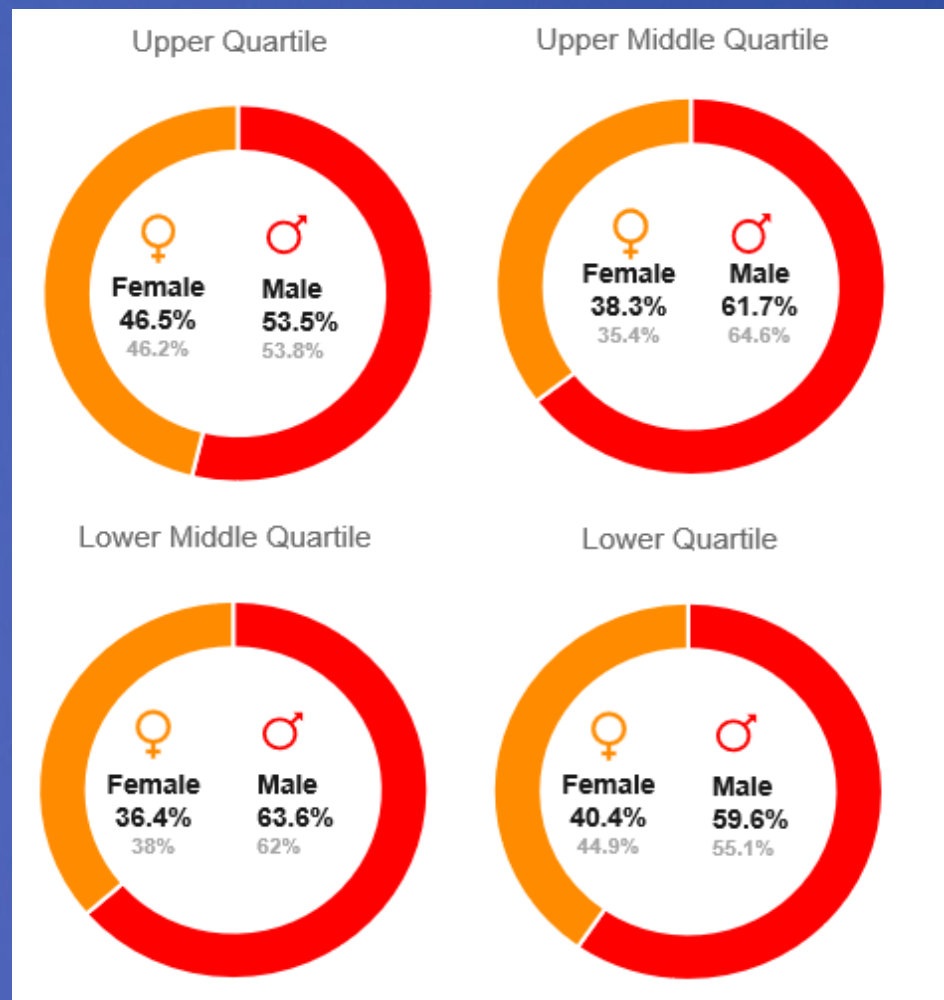
The analysis of the data taken from the April 2024 snapshot date, indicates that Reach's overall mean gender pay gap reduced versus prior year, from -4.1% to -2.3%. For the same period, the mean gender bonus gap increased from -2.5% to -16%.

During the snapshot month, 44% of the Senior Leadership Team at Reach was made up of women.

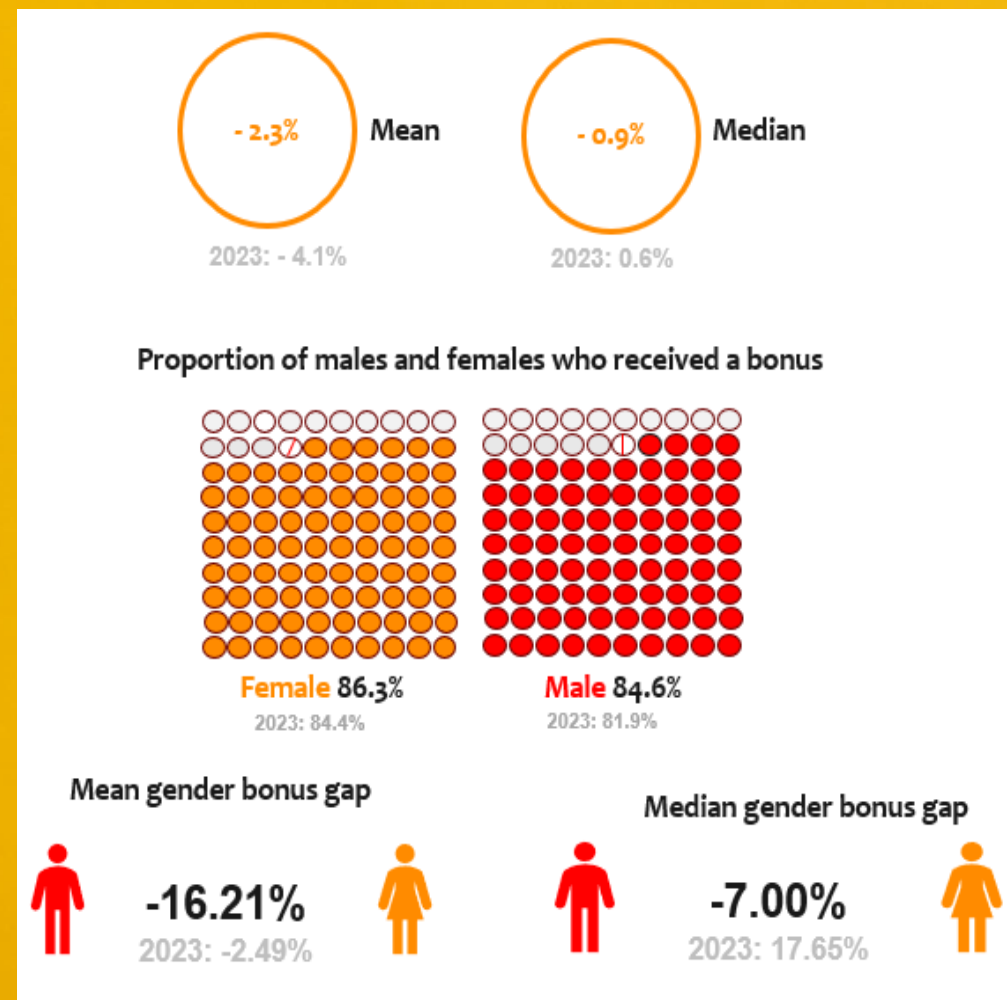


# HEADLINES

## Proportion of males and females in each pay quartile



## Gender Pay Gap



# MEAN & MEDIAN HOURLY RATES & PAY GAP PERCENTAGES

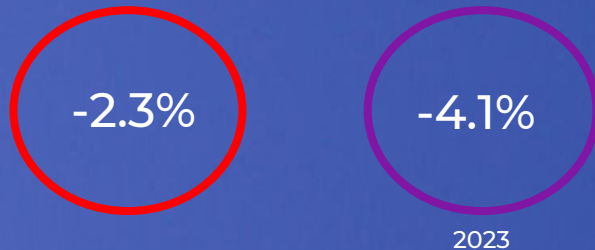
## The MEAN hourly rate of pay

Women's mean hourly rate is **-2.3%**

Mean pay per hour for men: **£15.99**

Mean pay per hour for women: **£16.35**

Difference in pay: **£0.36**



2023

The mean pay gap is **lower** than the average UK mean pay gap of reported in the UK in of 13.1%.

The gap in average earnings for women is £0.36 more than for men, as there are a significant number of woman working in the upper quartile

## The MEDIAN hourly rate of pay

Women's mean hourly rate is **-0.9%**

Mean pay per hour for men: **£13.54**

Mean pay per hour for women: **£13.67**

Difference in pay: **£0.13**



2023

The median pay gap is much lower than the UK average gap of 7.7%.

Across the business, women are earning on average £0.13 more than men despite there being more men working in the upper middle, lower middle and lower quartiles.

# Factors contributing to the pay gap

As of 5 April 2024, 44% of our senior leadership team and 55% of the 20 highest-paid roles are held by women, significantly influencing our gender pay report.

However, we anticipate the gap will narrow to the market average, as the business undergoes transformation and long-serving female leaders may face lifestyle choices that impact their career decisions

We are proud of our achievements in pay equity and are committed to ensuring the gender pay gap remains balanced.

Bonuses are based on individual KPIs, which suggests more women achieve than men.

# Our on-going commitment

We remain committed and focused on making Reach a number one choice for women.

Our policies and ways of working encourage men and women equally, particularly those balancing caregiving responsibilities with work. We have refined our approach to:

- Flexible working
- Reduced hours working
- Alternative worker-status models
- Carers in the workplaces

We continue to select candidates from diverse shortlists, and monitor pay awards to maintain equity for equal work.