

# Gender Pay Gap Report

# Introduction

At Rightmove we are passionate about our people, and so a transparent, fair and diverse culture is important to us. We believe that everyone should be judged based on their talent, not on a label, and view diversity in the broadest possible sense.

This year has been unlike anything any of us have experienced before. The COVID-19 pandemic has changed the lives of our people, both personally and professionally. 2020 was a year that challenged our organisation, our industry and our world. We saw the property market close for a period of time, impacting our customers and home hunters, and it meant making some important decisions to protect our people and to support our customers.

Our people are key to our success. More than ever before we have come together, supported each other, and valued each other's skills and expertise to respond to and find opportunities in the new challenges we have faced.

The pandemic has brought to the fore for many the need for greater balance between home and work life alongside the desire to belong. It has challenged our habitual ways of thinking about our working life. We know from feedback from our people that diversity and inclusion in all its forms promotes and supports a sense of belonging. It is this, alongside different ways of thinking, that helps create an innovative, inclusive organisation driven to succeed and care for one another.

In a challenging year we have remained focused and committed to a number of long-term initiatives to close our gender pay gap, with inclusion and diversity remaining one of our strategic priorities. Since announcing our first gender pay

gap report in 2017, we have taken a number of actions which has seen a decrease in our gender pay gap. In our fourth year of reporting, we have seen an improvement in both our mean and median gender pay gap compared to previous years' results.

In this report we provide our reportable gender pay gap information, which has 154 people excluded because they were either on furlough or waived an element of their pay. We believe that to achieve inclusion we must be transparent, therefore alongside the reportable numbers we are sharing the underlying gender pay gap information. Whilst the underlying gap has reduced slightly less than the statutory gap, we believe it is a more accurate representation of our people and the actions we have taken over the last four years to close the gender pay gap.

The gender pay gap is the difference between the average earnings of all male and female employees in the workforce. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We are confident that all Rightmover's are paid equally for doing equivalent jobs across our business and we recruit and promote the best people.

We continue to have a nearly 50:50 male: female balance of employees at Rightmove. It's important to recognise that gender is just one

aspect of diversity and we are committed to a fair and equal environment. Diversity is just the start, a fair culture must embrace inclusion. For the first time in 2020 we asked all our people if they felt they "could be themselves" at Rightmove, and we are pleased that 82% felt they could, but we see this as the start of our journey to improve inclusion at Rightmove.

We recognise that we still have more to do to achieve gender balance across all our teams. We have actively shared our gender pay gap numbers with all our employees and we encourage them to be part of our diversity and inclusivity journey. Accepting the status quo is not in our Rightmove DNA.

*We confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*



**Peter Brooks-Johnson**  
Chief Executive Officer



**Zoe Martin**  
Director of People & Development

# Understanding Rightmove's gender pay data

## Difference between male and female pay

	2020	2020	2019	2019	2018	2018	2017	2017
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Hourly pay gap<sup>1</sup></b>	<b>20.4%</b>	<b>29.6%</b>	<b>27.6%</b>	<b>37.7%</b>	<b>28.2%</b>	<b>36.4%</b>	<b>30.6%</b>	<b>37%</b>

Calculations based on Rightmove Group Limited employees. 1: Calculated using April 2020's pay data.

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2020).

In total 323 full pay relevant employees are included in this snapshot. Those employees who were on furlough were excluded as they weren't full paid relevant employees for gender pay to be reported on. In total 154 employees were excluded as they were either on furlough or waived an element of pay. Of the 154 employees excluded 98 were women to 56 men, these employees were predominantly from our Customer Experience and Sales Account Management teams. We enhanced furlough pay for employees to receive 90% of salary.

Underlying difference between male and female pay

	2020	2020	2019	2019	2018	2018	2017	2017
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Hourly pay gap<sup>1</sup></b>	<b>22.4%</b>	<b>33%</b>	<b>27.6%</b>	<b>37.7%</b>	<b>28.2%</b>	<b>36.4%</b>	<b>30.6%</b>	<b>37%</b>

Calculations based on Rightmove Group Limited employees. 1: Calculated using April 2020's pay data.

The table above for comparison with our reportable snapshot data shows our underlying mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2020).

In total 477 employees are included in this snapshot, including the data of those who were on furlough or had waived an element of their pay. This data is calculated using their full pay equivalent salaries. The commentary on the underlying numbers is a more accurate reflection of the strategic initiatives we have focused efforts to close our gender pay gap.

This is the fourth year we have reported our average (mean) gender pay gap with the gap reducing each year. In April 2017 the mean pay gap was 30.6% and in April 2020 the underlying gap has reduced by 8.2%. Whilst we continue to make progress in reducing the gap, we still have a gender pay gap. It is the gender mix imbalance across some of our teams which continues to influence both our mean and median gender pay gap. Men are typically underrepresented

in some of our teams such as customer experience and women underrepresented in more senior or technology roles. Roles linked to technology subjects attract higher pay because of scarcity of skills and competition for talent in the market. We acknowledge there is more to do and remain focused on addressing the underrepresentation of women in these roles by promoting technology careers to women and other underrepresented groups.

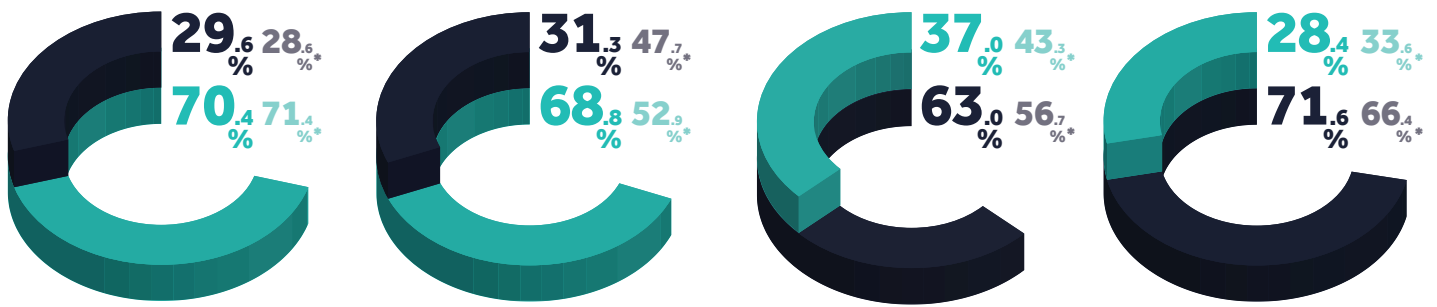
Championing inclusion and diversity in our recruitment practices and retention remains amongst the key success factors which have improved gender diversity over time. We continue to focus on insisting on a diverse group of applicants for all roles through working with our recruiters and ensuring our job specifications do not contain language which is likely to skew the applicant pool. We request our recruiters remove names, any gender references, dates and places of academic study from applicants CVs. The improvement in our gender pay gap over the last four years is mainly due to a

higher number of women in our upper and middle pay quartiles, this is women in our sales, technical positions and senior positions. Women continue to be underrepresented in our technical roles. We remain focused in our recruitment initiatives internally and externally to address the underrepresentation of women in these roles by continuing to promote careers in technology to women and other underrepresented groups.

One aspect of retention is continuing to provide individuals of both genders and underrepresented groups opportunities to progress and develop into new roles. In this reporting period we have seen 25 people take on more responsibility with commensurate higher salary, with 68% of these opportunities being taken by females. Providing flexibility and roles which appeal to people coming back to the workplace is also important. We are also delighted that 92% of women who went on maternity leave returned to their roles with us in this reporting period.

The proportion of males and females in each pay quartile

● female ● male



Lower quartile

Lower middle quartile

Upper middle quartile

Top quartile

\*Illustrates underlying variance data compared to reported number

Calculations based on Rightmove Group Limited employees. 1: Calculated using April 2020's pay data.

There has been an adverse effect on all quartiles as a result of removing those people who cannot be included in the data due to being furloughed as at 5th April. This is most pronounced in the lower middle and upper middle quartile. The adverse effect of furlough to the data can be seen when compared to the underlying data. A greater proportion of those women whose roles were furloughed were predominantly

from our Customer Experience and Sales teams.

A greater proportion of the women furloughed would have been distributed across the lower, lower middle and upper middle quartiles compared with the furloughed male population who were predominantly from Account Management roles which are placed within the lower middle and upper middle quartile.



All Rightmovers

Difference between male and female pay

	2020	2020	2019	2019
	Mean	Median	Mean	Median
Hourly pay gap <sup>1</sup>	20.4%	29.6%	27.6%	37.7%
Bonus pay gap <sup>2</sup>	36%	59.1%	76.9%	54.5%

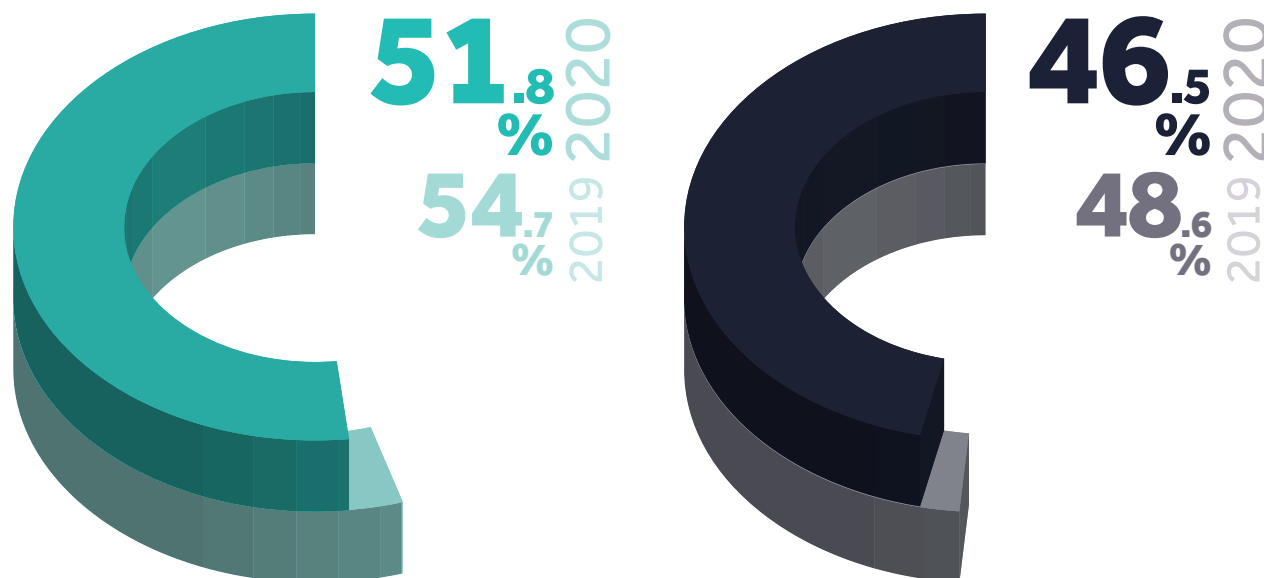
Calculations based on Rightmove Group Limited employees. 1: Calculated using April 2020's pay data.

Our median bonus gap is influenced by the greater number of men in higher paying leadership and technical roles. Our analysis tells us that whilst the mean and median bonus gap has decreased in this period it continues to be our gender balance of more males than females receiving bonus payments, with more female employees participating in a Share Incentive Plan as their only bonus.

# The Numbers

● female ● male

The proportion of males and females receiving a bonus payment



## Taking action to balance our teams

We are committed to a number of actions to balance teams in a fair and transparent way.

Our pay gap is reducing and we are committed to reduce the gender pay gap year-on-year until parity is reached. To achieve this we are committed to continuing to take long terms actions which bring the gap down permanently in preference to those which only yield short term impacts.

- To review all job specifications and our hiring and interview processes to ensure universal appeal and fair progression for all to ensure we attract and nurture talent
- Maintain bias free selection and promotion processes
- Ensure we always seek to achieve a 50:50 candidate shortlist
- To continue in our commitment to close the mean and median pay gap
- To challenge our understanding of what drives the gender pay gap across team functions
- Remain focused on addressing the underrepresentation of women in technology and senior positions by continuing to promote and support technology careers to women and other underrepresented groups
- Offer a range of family-friendly and agile working policies to both men and women and adjust these as we need to support a change in transforming habitual working habits
- To be participants in the 30% Club cross company mentoring programme. This supports our aim to bring more talent diversity into senior manager roles
- Participant in Mission Include cross company mentoring programme. This supports our aim to support more diversity of talent across all roles
- Removal of names and places of study from candidate CVs