

# Gender and Ethnicity Pay Gap Report

# Introduction

**At Rightmove we are passionate about our people, and so a fair, inclusive and diverse culture is important to us. We view diversity in the broadest possible sense, and we continue our commitment to taking meaningful action to help reduce our gender pay gap.**

We have been reporting our gender pay gap for six years now, with each year providing an opportunity for us to improve. In this report we explain our pay gap, how we are addressing it and the challenges we need to overcome.

This report covers the 2022 -23 reporting cycle, using a snapshot date of 5th April 2022. This year our median pay gap reduced by 1.5% to 32%. Our mean pay gap increased by 2.4%.

Whilst we remain committed to our actions to close both our mean and median pay gaps, the Rightmove pay gap exists because gender is represented unequally at different levels across the company. From a gender perspective, Rightmove still has too few women in technology roles and with continued focus on gender balance the gender split of female to male direct reports to the executive team is 44:56.

We remain restless and committed in our continued efforts to champion inclusion and diversity as one of our strategic priorities. We believe it's simply the right thing to do to have an environment where every person can reach their full potential. In the absence of Government legislation to publish ethnicity pay gap data, we are voluntarily publishing our ethnicity pay gap for the second time. We are reliant on people volunteering the ethnicity they identify with.

We believe that by analysing our diversity data and being transparent about the diversity of our people it

will help support our aim to have an employee base who are representative of the wider UK population.

We do not pay people differently on the basis of their ethnicity or gender. We continue to have a nearly 50:50 male: female balance of employees and continue with our meaningful actions and commitments to a fair and equal environment which embraces inclusion for all. It is possible to have a gender pay gap and to pay men and women fairly.

In our people survey for the second year we asked all of our people if they felt they "could be themselves" at Rightmove. It is extremely encouraging to see that our actions resonate with 89% of respondents sharing they can be themselves.

In this report we provide our reportable pay gap information. It is worth noting that our gender pay gap reporting follows the Government's legislation covering those employees who identify as men and women. The Government's guidelines do not address other gender definitions such as those who identify as non- binary.

Simply maintaining the status quo has never been an option for us. We still have more to do to leverage a gender balance across all our teams with the broadest range of backgrounds and skills to create a fully inclusive high performing culture.

We actively share our gender and ethnicity pay gap numbers with all our employees and we encourage them to be an active participant in our diversity and inclusivity journey.

*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

## Reminder of legislative requirements:

Gender pay gap legislation requires employers in the United Kingdom with more than 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th April each year. The specific information we are required to publish includes:

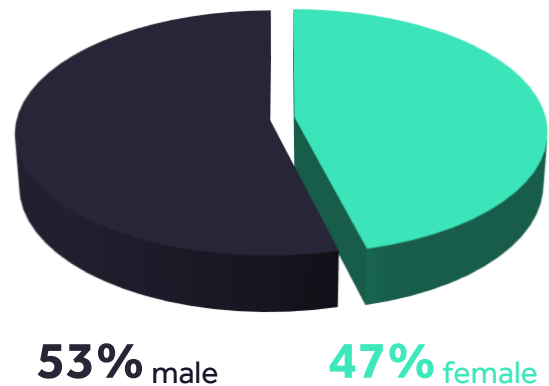
- Mean and Median gender pay gap (based on an hourly rate of pay on 5th April 2022)
- Mean and Median bonus pay gap (considers bonus pay received in the 12 months leading up to 5th April 2022)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands when we divide our employees into four equal parts)

The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

# Gender pay gap vs equal pay

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles and seniority). Equal pay is our legal obligation to give men and women equal pay for equal work.

Our gender pay gap is not a result of equal pay issues, as we have a gender – neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation.



# The mean and median explained

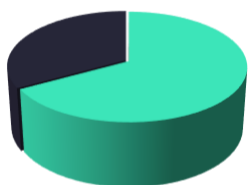
**Mean pay gap:** The mean pay gap is the difference in the calculated average hourly pay for women compared to men within Rightmove.

**Median pay gap:** The median represents the middle point of the population. If you lined up all our women and all our men in order of the hourly rate, at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean and median are important metrics and need to be looked at together. However, it is important to consider the mean can be skewed by fewer individuals earning more in the upper ranges.

# The proportion of males and females in each pay quartile

## Lower quartile



28.10% 71.90%

## Lower middle quartile



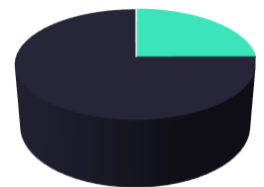
56.60% 43.40%

## Upper middle quartile



61.90% 38.10%

## Top quartile



69.40% 31.60%

# Understanding our pay quartiles

We continue to make progress in reducing our gender pay gap . This year we are pleased to report progress with our median pay gap decreasing by 1.5% compared to 2021 and continue with our efforts to create change with our mean pay gap which has increased by 2.4%.

As in previous years the underlying cause of our pay gap continues to be influenced by the gender mix across areas of our business. Across the company females make up 47% of the headcount and males 53% .

We continue to make good progress in terms of increasing the representation of women across the business. With more women being represented in our lower middle and upper middle pay quartiles compared to 2021. A higher proportion of women represented in these pay quartiles is reflective of our continued efforts to hire, retain and progress in a challenging job market. Over 2021/22 we saw a high demand for candidates in the job market which increased challenges to hire employees across many of our roles. The impact of the candidate driven market also saw salaries increase rapidly. Whilst we saw competition across all roles, the most competition for talent has been in our technology roles. Our technology teams represent 31% of total employees with 74% being men and historically is our most male biased team, compared to Customer Experience which is 20% of total employees with 67% female in roles. We have made progress in supporting individuals to progress from Customer Experience roles to our technology teams and in hiring females at early career stage and individuals who make a career change into technology, bringing a breadth of experience diversity to our teams.

Our efforts to reduce the mean gap have been impacted by the candidate driven job market, without which we might have expected the gap to fall.

# Understanding Rightmove's gender pay data

## Difference between male and female pay.

	Mean			Median		
	2022	2021	2020	2022	2021	2020
<b>Hourly pay gap</b>	26.2% (+2.4%)	23.8%	20.4%	32% (-1.5%)	33.5%	29.6%
<b>Bonus Pay Gap</b>	66.6%	43.9%	36%	35.80%	0.0%	59.1%

*Based on Rightmove Group Limited employees. Calculated using April 2022's pay data.*

## Percentage of employees receiving a bonus

**41.30% male**

**45.30% female**



Our variable pay (mean bonus) pay gap is higher due to a higher proportion of male employees in senior roles and it is variable as it is influenced by the timing of the execution of share options awards, not the grant of the awards. The significant drop of 59.1% of the 2021 median bonus pay gap was impacted by a companywide bonus payment to all employees.

The bonus pay gaps have increased significantly. In part, this is due to the timing of Deferred Share Bonus exercises (DSB awards are included at point of exercise rather than grant). The mean bonus gap if taken at point of award is 49%.

Through several new hires we have taken some steps to counter the increase in the gap with the hiring of senior females (the split of new hires directly into the bonus group is 50:50 in 2022). It is heartening that we now have a larger number of senior female role models within the organisation to counter a historical imbalance of senior males.

# Our strategic commitments

**This is our sixth year of reporting our gender pay gap numbers and the second of reporting our ethnicity pay gap numbers. We remain committed to our strategy to focus on long term change in our progress to close the gender pay gap alongside offering a diverse and inclusive environment for all. Our commitments fall into several areas of action: recruitment, development, retention, wellbeing and policy.**

We will continue to drive further improvements through the following strategic policies and actions:

- Continue to attract, hire retain and develop more diverse individuals and support career progression through all our hiring initiatives with an increased focus on direct recruitment and diversity of direct hiring platforms.
- Continue to provide a broad range of development opportunities that not only focus on capability but all elements of wellbeing
- Continue to promote all role opportunities internally and identify ways to show a variety of career paths
- Continue to provide education and development workshops for all. Over the course of 2022, employees attended inclusive cultures and unconscious bias training. We will continue to provide training and learning workshops to facilitate conversation and action
- Establish Inclusion Networks across the organisation to enhance and identify opportunities to achieve our equity, diversity and inclusion aims and objectives.
- Continue in our commitments to a consistent Hybrid Working policy ensuring everyone has the opportunity to collaborate and be included.
- Continue to build on our employee survey responses by analyzing the data by gender
- Continue to share with employees our gender and ethnicity to ensure everyone is informed.



# Defining the ethnicity pay gap

We want to have an employee base who are representative of the wider UK population, and we also want that representation to span all hourly pay quartiles. Whilst we collect the data according to the 23-way profile, to ensure we maintain anonymity we are analysing the data in the five summary groups used in the Government's Race Disparity Audit from 2017. Our data from April 2022 is below.

Pay Quartile

	White	Mixed/ multiple ethnic groups	Asian/Asian British	Black / African / Caribbean / Black British	Other ethnic group
<b>UK Population<sup>1</sup></b>	86.0%	2.2%	7.5%	3.3%	1.0%
<b>Rightmove</b>	80.3%	4.7%	8.0%	4.9%	2.1%
<b>Top</b>	81.7%	4.8%	10.6%	1.0%	1.9%
<b>Upper middle</b>	78.8%	4.8%	10.6%	4.8%	1.0%
<b>Lower middle</b>	79.3%	2.7%	4.5%	9.0%	4.5%
<b>Lower</b>	81.5%	6.5%	6.5%	4.6%	0.9%

(1) Taken from the 2011 Census data.

Higher-than-average representation in all minority ethnic groups:

- Asian/Asian British people are now 11% of Top and Upper middle pay quartiles
- Black/African/Caribbean/Black British representation in top quartile has increased from 0% reported in 2021

# Understanding our ethnicity pay gap

Whilst there is no standard reporting for ethnicity pay gaps, we have used a similar methodology to the gender pay gap and report the hourly pay gap between ethnic grouping and total employee base.

	White	Mixed/ multiple ethnic groups	Asian/Asian British	Black / African / Caribbean / Black British	Other ethnic group	All ethnic minorities
<b>Mean</b>	30.20	27.78	32.34	24.03	20.08	28.68
Mean gap		8.0%	-6.8%	20.4%	7.0%	5.0%
<b>Median</b>	27.57	27.30	32.24	22.49	27.34	27.57
Median gap		1.0%	-16.9%	18.4%	0.8%	0.0%

Our highest ethnicity pay gap is amongst Black / African / Caribbean / Black British employees which is driven by under representation in the Top and Upper middle pay quartiles.

The mean gap between "White" and other ethnic groups is 5% (due to negative ethnicity pay gap and high proportion of Asian / Asian British employees) and, on a median basis, there is no overall gap when comparing white employees with other ethnic groups.

Pleasingly, the split of new joiners in 2022 continues to have a higher-than-average representation in all minority ethnic groups:

	White	Prefer not to say	Asian/Asian British	Black/African/ Caribbean/Black British	Mixed/multiple ethnic groups
<b>UK Population</b>	86%	2.2%	7.5%	3.3%	1.0%
<b>2022 New Joiners</b>	67%	11%	10%	7%	4%