

Gender and ethnicity pay gap report

rightmove 



Foreword

At Rightmove we are passionate about our people. A fair, inclusive and diverse culture is fundamental to us, allowing our people to be themselves and give their best.

We are committed in our ambition to reduce our gender and ethnicity pay gaps. Our continued efforts to champion inclusion and diversity are core to 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.

We believe that analysing our diversity data and being transparent about the diversity of our people supports our aim to have an employee base who are representative of the wider UK population. Using this data we can make informed, targeted, consistent actions to drive improvement.

We continue to have a nearly 50:50 male: female split in our employees and continue with our commitment to a fair and equal environment which embraces inclusion for all. It is possible to have a gender and ethnicity pay gap and to pay fairly. It is important to iterate that we do not pay people differently based on gender or ethnicity.

In the absence of Government legislation to publish ethnicity pay gap data, we are voluntarily publishing our ethnicity pay gap for the third year. We are reliant on people volunteering the ethnicity they identify with.

This year's data shows further progress towards closing the pay gap, as a result of more women progressing into our higher salaried roles over the last 12 months. We recognise there is more to be done and remain committed to meaningful action to close the gaps and have brilliantly diverse teams at every level across Rightmove.

Johan Svanstrom Chief Executive Officer

We confirm the gender pay gap data contained in this report is accurate

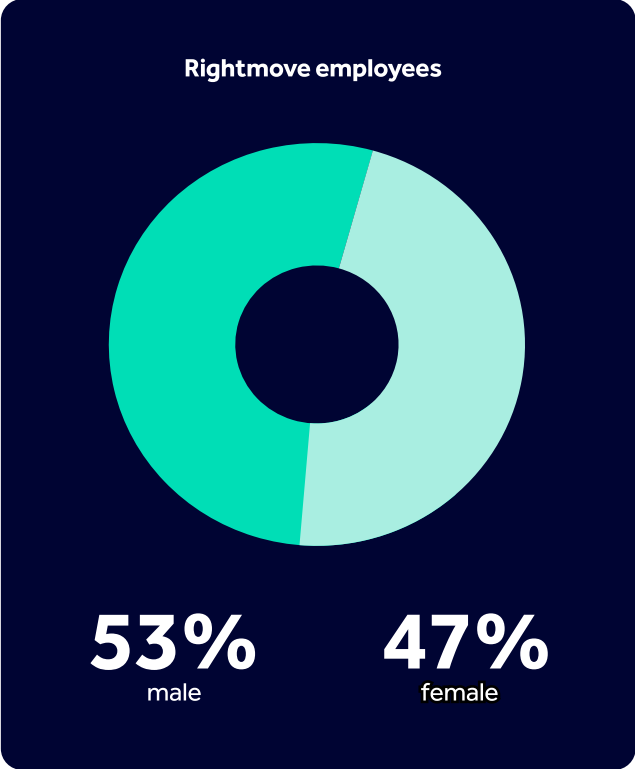
Gender pay gap

Our 2023 mean and median gender pay gap shows the largest improvement since we started reporting. This progress demonstrates that our actions continue to move us in the right direction, with more females progressing their careers and joining Rightmove. As in previous years, the pay gap is driven by the gender mix across areas of our business. We continue in our actions to close the gap through identifying and addressing the underlying issues we know still exist.



The pay gap has reduced

The mean and median gender pay gaps have decreased respectively 6.1% to 20% and 7.6% to 24.3%. This is largely due to the improved mix of females, with a 3.7% increase in female representation in the top pay quartile, with a 1% decrease in the lower quartile. This improvement to our gender mix is due to a combination of female new hires, progression opportunities we offer and role evaluation through our pay review process.



Company wide pay for females has risen by 17% on average versus 8% for males.

New joiners since 2022 have contributed to a positive decrease with 90 females to 72 males joining with a gender pay gap of 19.4% (slightly lower than the company as a whole).

We have a gender pay gap and we know why

Consistency of focused action to close our gender pay gap has resulted in the significant decrease in our mean and median gender pay gap across all divisions with the exception of our Customer Experience teams, which retain a persistent gender pay gap.

The structure of Customer Experience which is 68% female with salaries that are 59% lower on average than Product Development which is 70% male, contributes to the ongoing gender pay gap at company level.

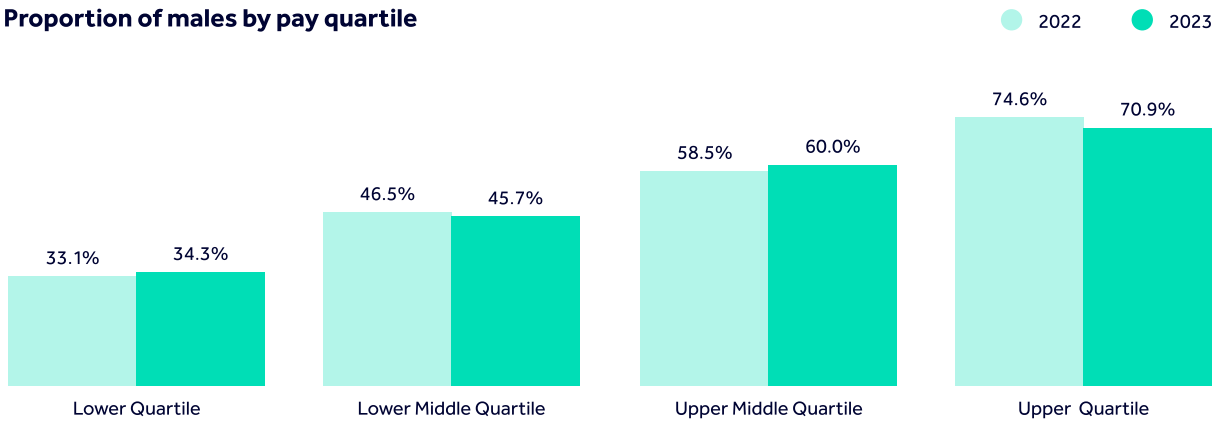
Gender pay gap

From April 2017 companies with 250 or more employees have been required to calculate their gender pay gap each year and submit it to a government-sponsored website by the end of April the following year.

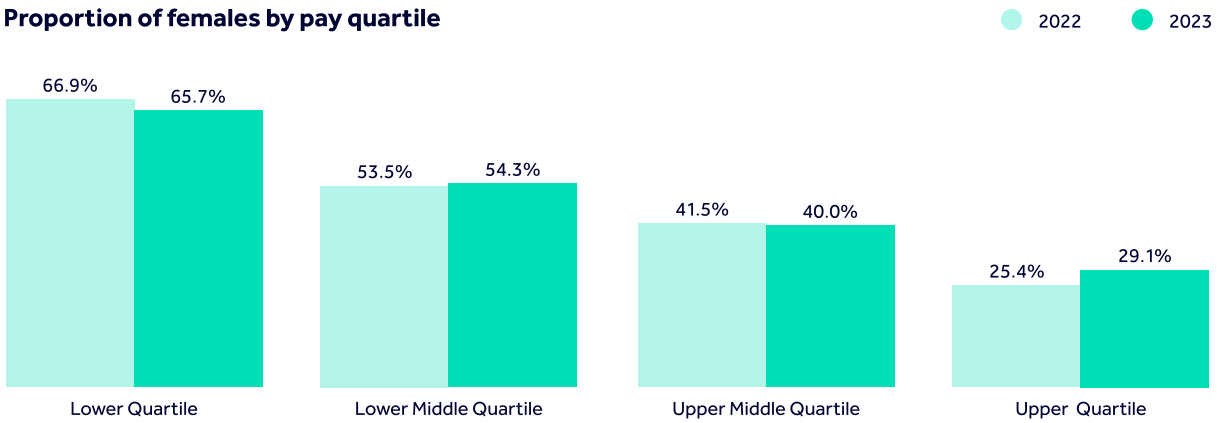
This data covers the 2023 -2024 reporting cycle, using a mandated snapshot date of 5th April 2023. Beyond compiling the data we use the analytics to ensure that all Rightmovers are paid equally for doing similar roles.

	Mean			Median		
	2023	2022	2021	2023	2022	2021
Hourly Pay Gap	20.0% (- 6.1%)	26.2%	23.8%	24.3% (-7.6%)	32%	33.5%
Bonus Pay Gap	35.2% (-31.4%)	66.6%	43.9%	0.0% (-35.8%)	35.8%	0.0%

Proportion of males by pay quartile



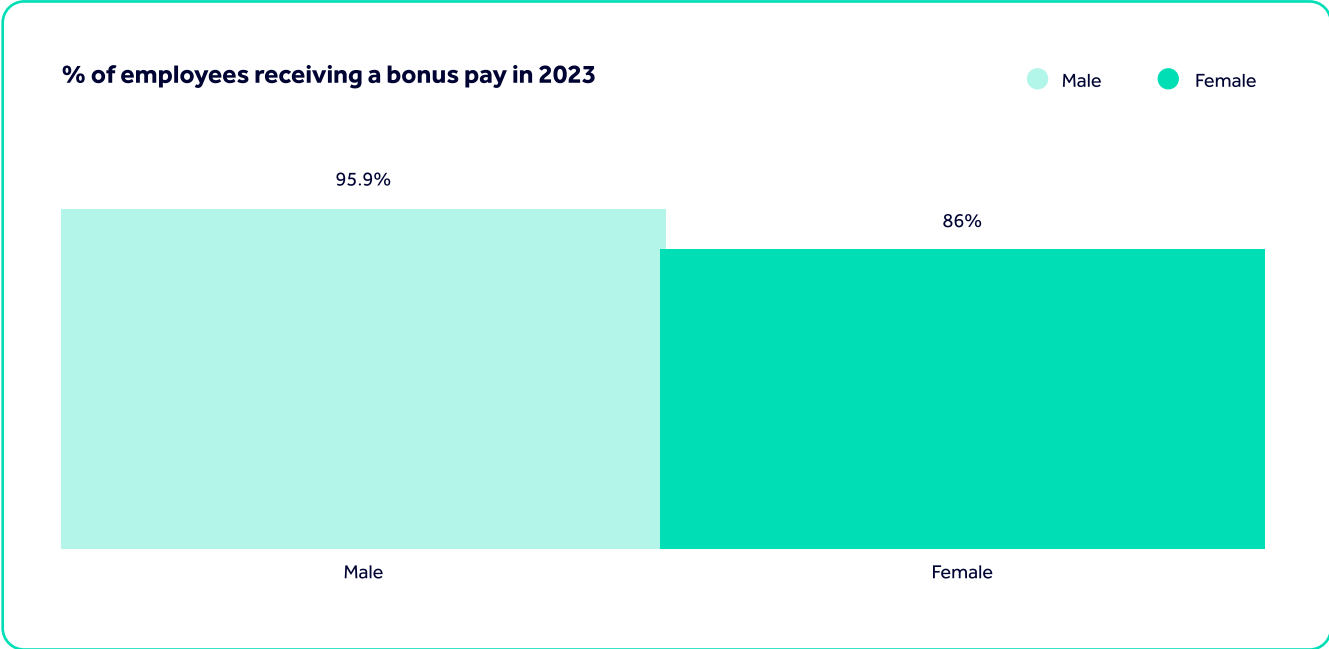
Proportion of females by pay quartile



Mean and median bonus pay gap

The bonus pay gaps have decreased significantly. In part, this is due to there being no median pay gap due to a one-off cost of living payment (CLP) awarded to all eligible employees. The mean bonus gap has decreased due to the timing of Deferred Share Bonus (DSB) exercises (DSB awards are included at point of exercise rather than grant).

	Mean			Median		
	2023	2022	2021	2023	2022	2021
Bonus Pay Gap	35.2% (-31.4%)	66.6%	43.9%	0.0% (-35.8%)	35.8%	0.0%



Focus on ethnic diversity

To continue in our promotion of inclusion we have increased our focus on ethnic diversity. We are reliant on people volunteering the ethnicity they identify with. This data is now complete for all new joiners (including the option 'Prefer not to say'). We still have 8.7 % of people who have not provided data.

We aim to have an employee base who are representative of the wider UK population, we also want that representation to span all hourly pay quartiles. We have collected data according to the 19-way profile ethnic groups identified in the 2021 census. 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.

The 2021 ethnicity census data illustrates that the UK has become more diverse, compared to 2011 census data. In 2021 81.7% identified their ethnic group within the high level "White" category, a decrease from 86% in the 2011 Census. The next most common high level ethnic group was "Asian, Asian British or Asian Welsh" accounting for 9.3%, this ethnic group also saw the largest percentage increase from 7.5% in 2011.

Across the 19 ethnic groups, the largest percentage increase was seen in "White / Other White" category, 6.2% in 2021 up from 4.4% in 2011.

Ethnicity Pay Gap

Compared to the 2021 census figures we are now broadly in line with the overall England & Wales population (excluding those employees who 'Prefer not to say' or where no data is captured. The percentage of employees in non-white ethnic groups has fallen in all except the Asian/Asian British group which has increased from 8% to 8.5%.

Rightmove as at April 2023	White	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group	Prefer not to say
Eng & Wales Population 21 Census)	81.7%	2.9%	9.3%	4.0%	2.1%	
Rightmove	81.9%	3.6%	8.5%	4.0%	2.0%	2.7%
Top	83.9%	2.5%	11.0%	0.8%	1.7%	2.8%
Upper middle	77.4%	4.0%	12.9%	4.0%	1.6%	4.3%
Lower middle	82.3%	3.1%	6.9%	4.6%	3.1%	2.1%
Lower	84.0%	4.8%	3.2%	6.4%	1.6%	1.4%

Understanding our ethnicity pay gap 2023

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.

Our ethnicity pay gap has fallen overall from 5% in 2022 to 3.5%.

This decrease is largely driven by the widening of the negative gap for Asian/Asian British employees, with the 'other ethnic group' gap also decreasing by 1.7%.

Whilst the median gap has increased across all ethnic groups the gap at an overall level has decreased and is negative due to the increased percentage of Asian/Asian British employees.

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

Rightmove as at April 2023	White	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group	All ethnic minorities
Mean Gap	-	10.8%	9.0%	22.4%	5.3%	3.5%
Median Gap	-	8.6%	-9.2%	19.9%	3.4%	-2.1%

Gender and ethnicity pay gap

Maintaining our long-term commitment

Our approach to reducing Rightmove's gender pay gap continues to be a mix of meaningful, consistent and sustained long term and short-term actions, no one action will make a difference.

We continue to review our talent attraction approach using job specific selection criteria to ensure fairness and inclusivity.

Endeavour to always have 50:50 shortlist of candidates for roles from recruiters and increase the diversity of the shortlist with direct candidates.

Proactively increased the diversity of interviewers to ensure that candidates see "someone like me" in most cases.

Continued to evaluate language used by our recruiting partners and in role profiles.

Refreshed our interview training to ensure everyone involved in the hiring process is equipped to provide a great interview experience.

Delivered feedback training for all employees.

Increased the number of Talent Acquisition Partners to increase direct hiring capacity and represent our brand direct to candidates. We continue to see significant benefits with converting candidates in a candidate-driven market, particularly in Technology roles.

We pay above the voluntary 'real' Living Wage and benchmark all salaries to ensure compensation is fair and competitive.

Reported internally to hiring managers on team's gender pay gaps.

Continue to deliver inclusive culture and unconscious bias training to everybody to increase understanding of diversity and inclusion to include gender and beyond.

Delivered inclusive and unconscious bias training for everyone to have a greater understanding of diversity and inclusion and encourage discussion.

Increased targeted activity through our career site and direct hiring platforms to reflect gender and ethnic diversity and inclusion of Rightmove.

