

Gender and ethnicity pay gap report 2024

rightmove 



Foreword

Our people – Rightmovers – are at the heart of everything we do at Rightmove. For us to achieve our potential, we allow and encourage Rightmovers to bring their authentic selves to work, and do the work of their lives. We foster an inclusive, fair and open culture.

Like many companies, we do have a gender pay gap. While we have made progress in narrowing this gap over a number of years, there is work to do. We are passionate about doing that work.

Our pay gap is driven by the representation of men and women in different pockets and levels of the organisation. We are committed to identifying the pockets which are driving our gender pay gap and taking proactive action to address these over time.

We must, however, acknowledge that we cannot solve all of these challenges alone and that parallel wider, societal change is required for these gaps to be closed entirely. We are proud to continue as headline sponsor for Women in Estate Agency and to support initiatives like those run by Future CodeHers to help inspire the next generation of women in technology and help to drive this change.

Only by making a deliberate and sustained effort to make the changes which will drive change over the longer-term, not just chasing short-term gains, will we make lasting improvements.

In the absence of Government legislation to publish ethnicity pay gap data, we are voluntarily publishing our ethnicity pay gap for the fourth year. We are grateful to all Rightmovers who voluntarily share their ethnicity data with us.

We have worked hard in 2024 to refresh our Gender Action Plan and look forward to continuing to make progress over the next year.

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

Johan Svanstrom Chief Executive Officer

Understanding our gender pay gap

The gender balance of Rightmovers remains very close to 50/50, with 52% of Rightmovers being male and 48% female (last year: 53% male and 47% female).

Despite this balance of men and women across our business, however, we do have a gender pay gap. This is driven by the relative representation of men and women across our business.

Mean pay gap:

22.3%

(Based on hourly rate of pay)

Median pay gap:

24.7%

(Based on hourly rate of pay)

The impact of representation across our business is demonstrated by two of our largest divisions, Customer Experience and Product Development, which represent 14% and 22% of roles, respectively. Women are overrepresented in our Customer Experience division (73% female) and underrepresented in our Product Development division (28% female), with roles in Product Development typically paid at a higher level due to the specialised skills required.

It is through deliberate and consistent action to address representation in pockets of Rightmove like these that we will reduce our gender pay gap. This will, take time to accomplish. Over the course of 2024, our People Team has further developed our access to data and reassessed our gender action plan to ensure that we are taking the right steps towards reducing our gender pay gap over the longer term.

Our gender action plan

Our approach to reducing Rightmove's gender pay gap continues to be a mix of short-term and longer-term actions. By focusing on long-term improvements rather than being over-focused on year-on-year fluctuations, we will achieve meaningful change.

What are we already doing?

We have built a specific review of the gender impact into our annual salary review processes, including an in-depth review of Key Leader¹ pay.

We produce a cut of our Have Your Say survey by gender – to date, there has been no material difference between the scores from male and female Rightmovers.

We offer enhanced maternity and paternity leave, although a gap remains between these offerings.

We offer hybrid working patterns to all Rightmovers and have supported a number of Rightmovers to work flexibly.

What else is coming in 2025?

We will ensure a gender balanced shortlist for any vacancies among our Key Leader population, with sign-off from our CFO and CPO required to progress with an unbalanced list.

As part of our talent review, we will identify high-potential women from our Key Leader population with a view to supporting their career progression.

We will highlight senior women in our business and increase the visibility of working mothers at Rightmove.

Our Talent Acquisition team will undertake specific training on diverse hiring and will develop and launch an Inclusive Recruitment Action Plan.

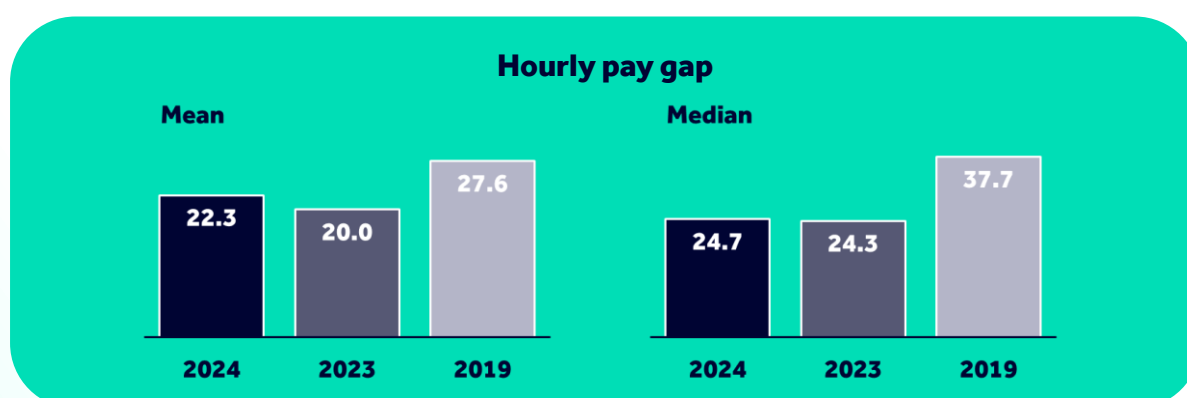
We will launch our Menopause Action Plan to support our existing policies.

¹ Key Leaders are a group of senior leaders responsible for helping shape and execute strategy. They are nominated and agreed upon by the Group Leadership Team.

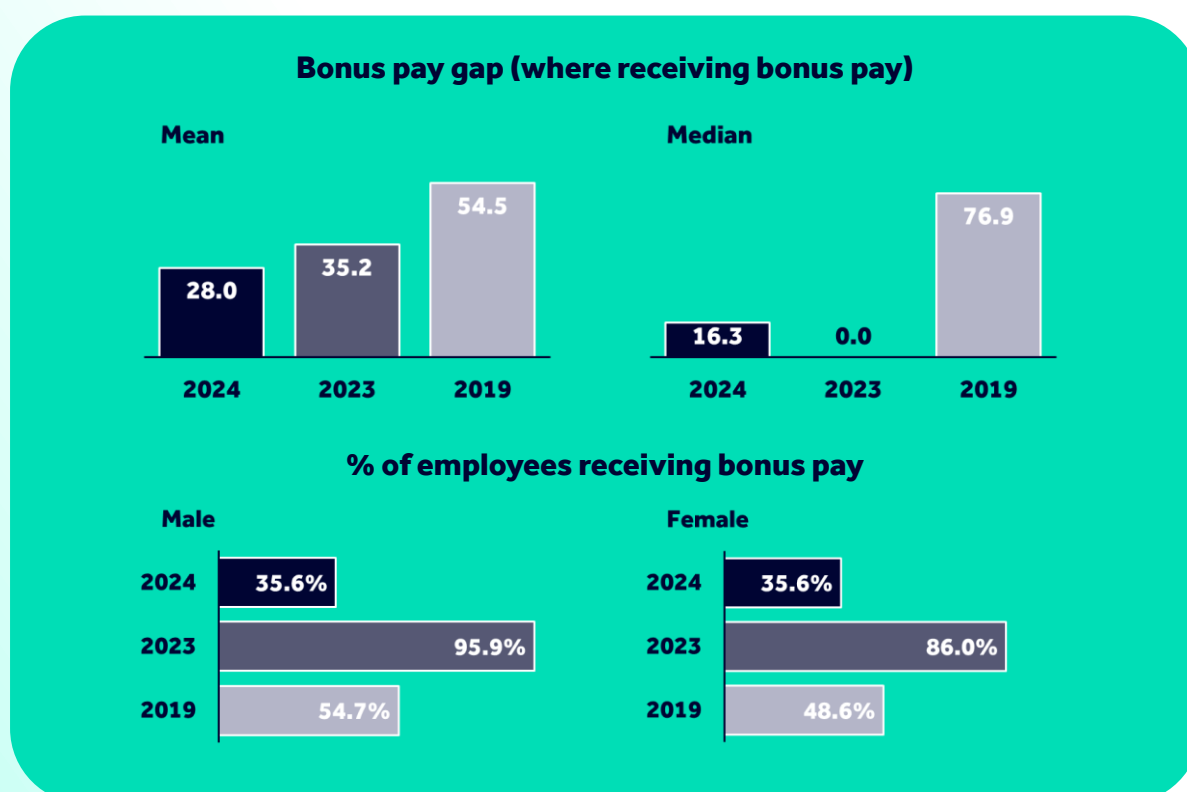
Our gender pay gap – the figures

Since April 2017, companies with 250 or more employees have been required to calculate their gender pay gap each year. This data is based on the snapshot date of 5th April 2024.

For each data point, we show a comparison to last year (5th April 2023 snapshot) and a comparison to data based on a snapshot date of 5th April 2019. By viewing change over a five-year period, we can see the true impact of our actions and ensure we are not distracted by short-term fluctuations.

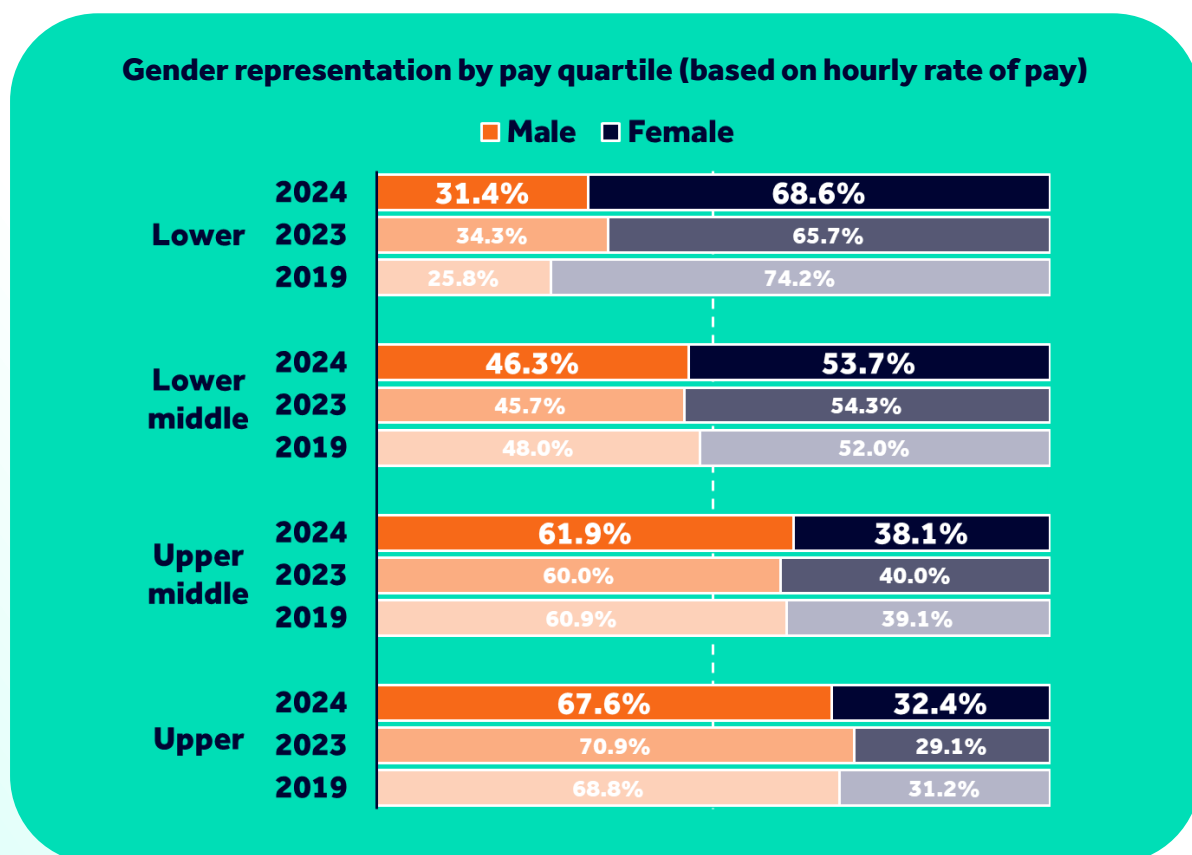


Our hourly pay gaps have increased slightly compared with 2023 but remain significantly lower than historic levels.



No useful comparison can be drawn to our 2023 bonus data as this included the payment of a one-off cost of living payment awarded to all eligible employees. Our mean bonus pay gap of 28.0% does, however, represent a significant reduction from our 2022 pay gap (66.6%), and our median bonus pay gap of 16.3% has similarly reduced compared with 2022 (35.8%). If we compare 2024 with our figures from 2019 we see an even greater improvement.

The proportion of Rightmovers, both male and female, has reduced compared with prior years. This reflects the expansion in our Product Development team, who do not participate in commission schemes. The 2023 figure reflects the one-off cost of living payment awarded to all eligible employees – it is not 100% due to new joiners who were not eligible to receive the award, but who are included in the figures under the regulations.

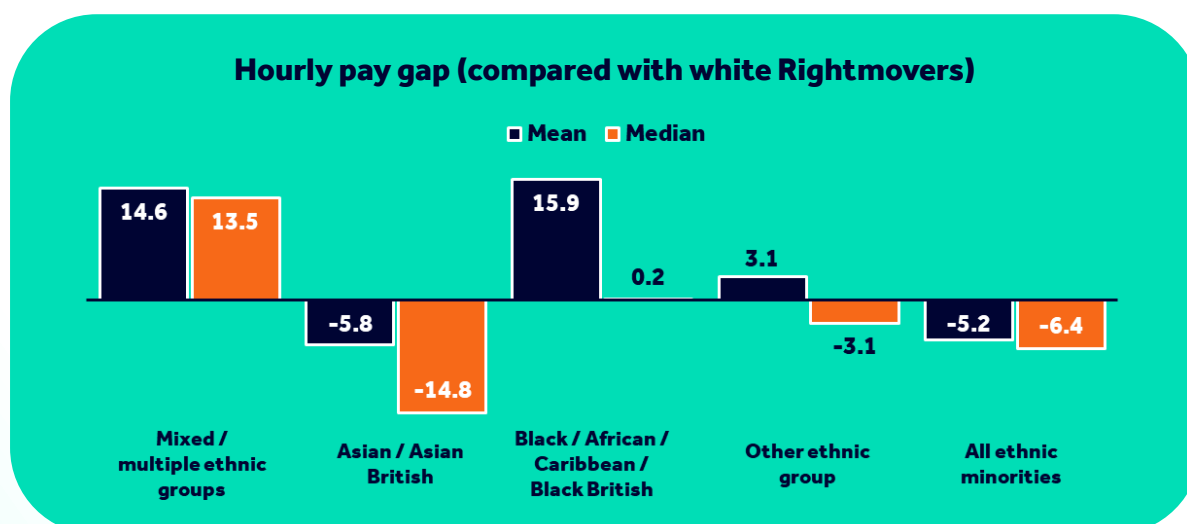


While we have seen some improvement in our headline hourly pay gap figures, we have seen little movement over the last five years in our representation of men and women by pay quartile. We have seen an increase in the proportion of men in the lower quartile since 2019, but elsewhere there has been very little movement.

Our gender action plan is primarily aimed at addressing the underrepresentation of women in the top two quartiles, although many of our initiatives aim to ensure we are inclusive across all levels at Rightmove.

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 by ethnic group.



Our mean pay gap (for all ethnic minority Rightmovers, compared with white Rightmovers) has fallen overall from 5% in 2022 to 3.5% in 2023, and is -5.2% in 2024 (meaning the mean hourly rate of pay for ethnic minority Rightmovers is higher than the mean rate for white Rightmovers).

The median pay gap remains negative and has widened from -2.1% to -6.4% in 2024.

These negative pay gaps are driven by the negative gap for 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 upper quartile.

Rightmove as at April 2024	White	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group	Prefer not to say
Eng & Wales Population (2021 Census)	81.7%	2.9%	9.3%	4.0%	2.1%	
Rightmove	78.1%	4.7%	8.8%	3.7%	2.0%	2.7%
Upper quartile	78.6%	3.1%	10.7%	1.9%	1.9%	3.8%
Upper middle quartile	71.3%	3.6%	13.8%	4.8%	3.0%	3.6%
Lower middle quartile	80.5%	5.3%	5.9%	4.1%	2.4%	1.8%
Lower quartile	82.1%	6.8%	4.9%	3.7%	0.6%	1.9%