

Gender and ethnicity pay gap report 2025

rightmove 



Foreword

At Rightmove, our culture and our people are at the heart of our business, driving innovation and forging close relationships with our Partners. To allow our people to do the best work of their lives, we strive to foster an inclusive environment in which all Rightmovers are able to be their authentic selves at work.

Like many companies, we have a gender pay gap and there is work to do to close this. We know this is a long-term aim, but we remain passionate about continuing on this journey. Only by making a deliberate and sustained effort to make the changes which will drive change over the longer-term, and avoiding chasing short-term gains, will we make lasting improvements.

Our pay gap is driven by the representation of men and women in different divisions 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 operate within the technology sector and this comes with challenges around gender diversity. Within this context we aim to continue to attract diverse talent, as well as to play our part in driving change in the industry.

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

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 53% of Rightmovers being male and 47% female (last year: 52% male and 48% female).

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

Mean pay gap:

25.0%

(Based on hourly rate of pay)

Median pay gap:

26.1%

(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 40% of roles, respectively. Women are overrepresented in our Customer Experience division (72% 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 2025, our People Team has continued to assess 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 doing in support?

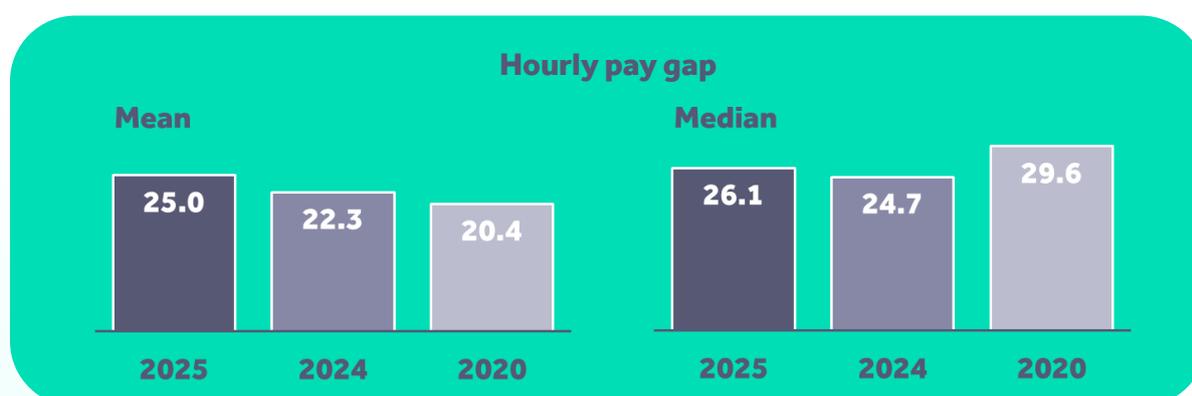
- Gender lens is built into key processes, including an in-depth review of Key Leader¹ pay, talent identification and succession planning.
- We offer enhanced maternity and paternity leave, although a gap remains between these offerings.
- We offer hybrid working patterns to all Rightmovers and many Rightmovers do work flexibly.
- Gender-balanced shortlists are ensured for any Key Leader vacancies, with sign-off from CEO and CPO required to progress with an unbalanced list.
- The Rightmove Way of Recruiting has been enhanced with the introduction of an Inclusive Recruitment Action Plan.
- A new Applicant Tracking System which will help to support with inclusive recruitment moving forward has been implemented.
- Launched 'Candidate concierge' - where female candidates reaching final interview are offered a 15-minute coaching / interview preparation session with a Talent Acquisition Partner.
- 'Headstart recruitment' - before we advertise a senior role more widely, we will take time to proactively reach out and connect with candidates from underrepresented backgrounds.
- We created and launched a Menopause Action Plan and inclusion group.
- Recognising our role in driving wider change, we are partnering with Women in Product and Future CodeHers to help address the under-representation of women both at entry and senior levels in STEM subjects.
- Since the 2025 snapshot date we have made a number of senior hires, including hiring or promoting women into senior roles within our Product Development division.

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.

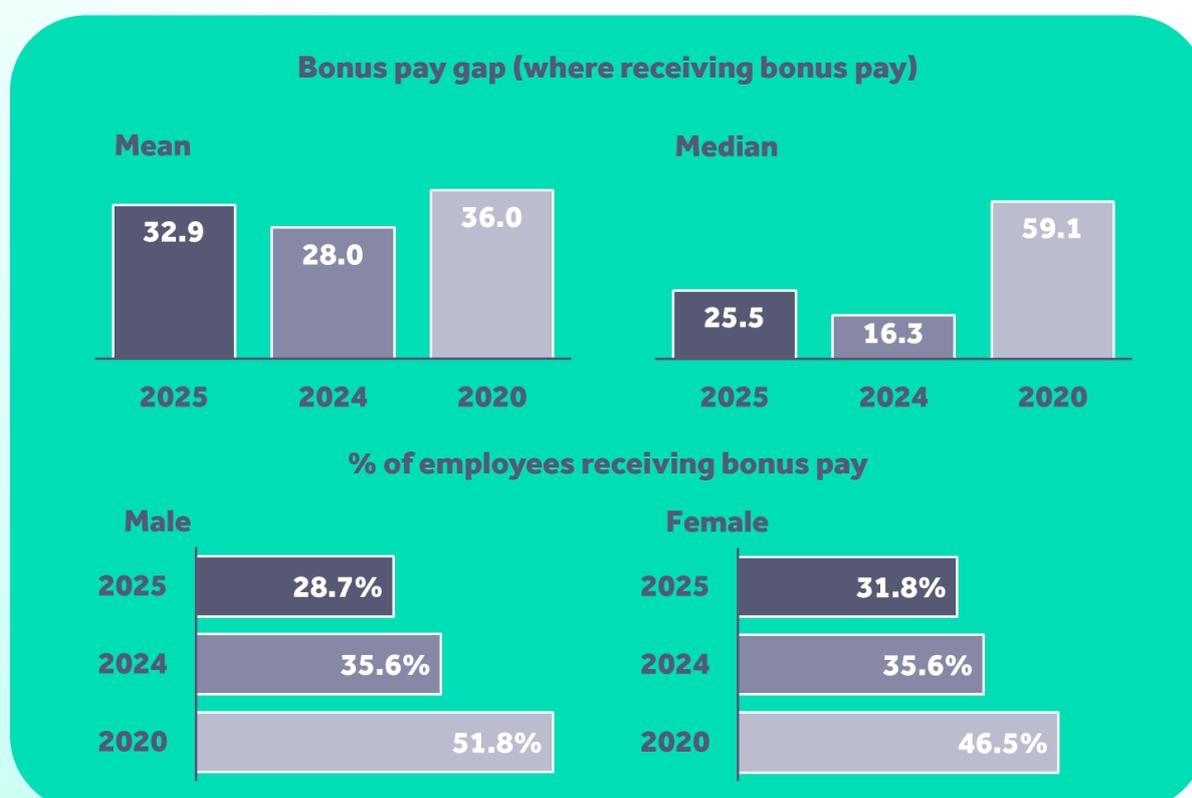
Our gender pay gap – the figures

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 2025.

For each data point, we show a comparison to last year (5th April 2024 snapshot) and a comparison to data based on a snapshot date of 5th April 2020. 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.

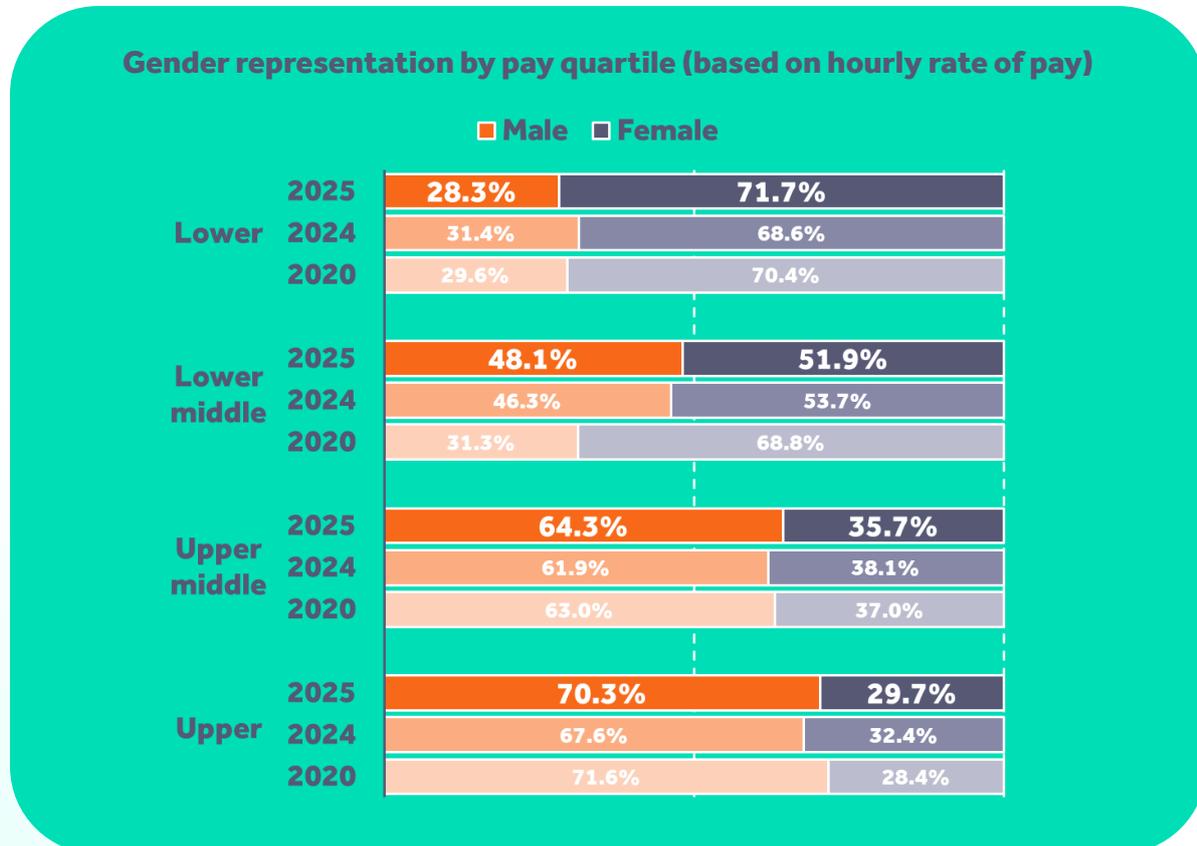


Our hourly pay gaps have increased compared with 2024. The median gap, which is less influenced by outliers, remains materially lower than in 2020.



The bonus pay gaps have increased compared with 2024 but remain significantly lower than in 2020.

The proportion of Rightmovers, both male and female, who receive bonus or commission has reduced compared with prior years. This mainly reflects the continued expansion in our Product Development team, who do not participate in commission schemes.



The proportion of male employees has increased compared with 2024 across all quartiles except for the lower quartile. This is the key driver for the widening of the pay gap in 2025.

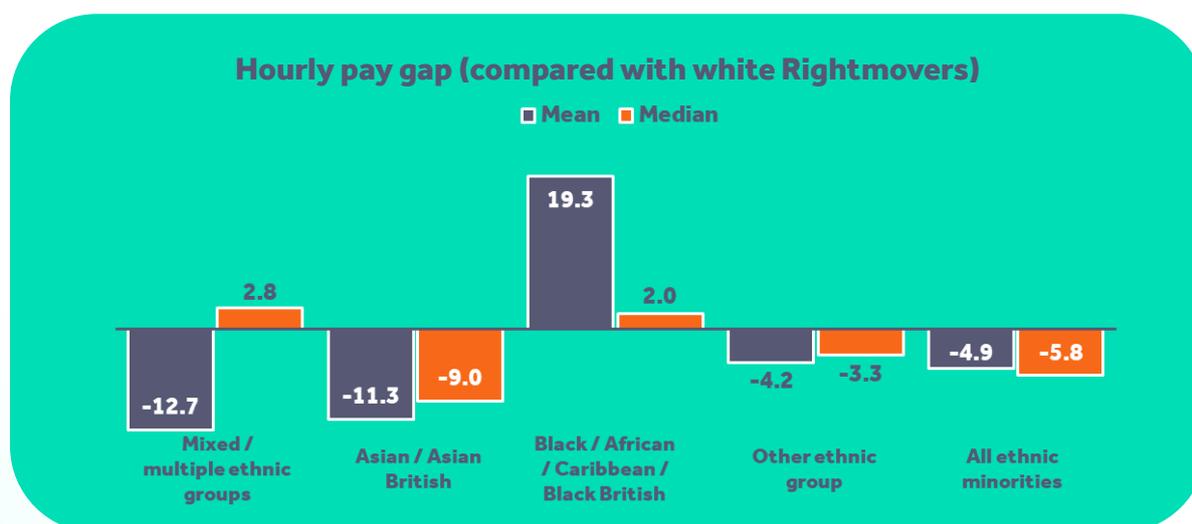
Compared with 2020, we have seen a significant increase in the representation of male Rightmovers in the lower middle quartile. This is the key driver for the narrowing of the median pay gap.

The upper and upper middle quartiles are heavily weighted toward Product Development roles and, consequently, female Rightmovers remain under-represented in these quartiles. A large portion of the lower quartile consists of Customer Experience roles and this drives the over-representation of women in the lower quartile.

Our gender action plan is primarily aimed at addressing this, 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 narrowed slightly from -5.2% in 2024 to -4.9% in 2025. Note that a negative pay gap means the mean hourly rate of pay for ethnic minority Rightmovers is higher than the mean rate for white Rightmovers. The median pay gap has also narrowed from -6.4% in 2024 to -5.8% in 2025.

These negative pay gaps are driven by the Asian/Asian British employees, which has widened from a median gap of -5.8% in 2024 to -11.3% in 2025, driven by over-representation in the upper quartile.

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 2025	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	73.3%	3.1%	10.8%	3.8%	2.3%	6.6%
Upper quartile	69.2%	3.8%	13.5%	1.1%	2.7%	9.7%
Upper middle quartile	68.6%	2.2%	15.7%	5.4%	2.2%	5.9%
Lower middle quartile	76.8%	2.2%	8.6%	4.9%	2.7%	4.9%
Lower quartile	78.8%	4.3%	5.4%	3.8%	1.6%	6.0%