



GENDER PAY GAP



REPORT 2025



RDS GENDER PAY GAP REPORT



We are pleased to share the RDS Gender Pay Gap Report for 2025, outlining our ongoing journey towards gender equality and equity in the workplace. Our approach is grounded in openness and transparency, and reflects our commitment to cultivating a diverse, inclusive, and equitable environment where all colleagues feel valued and respected.

WHAT IS THE GENDER PAY GAP?

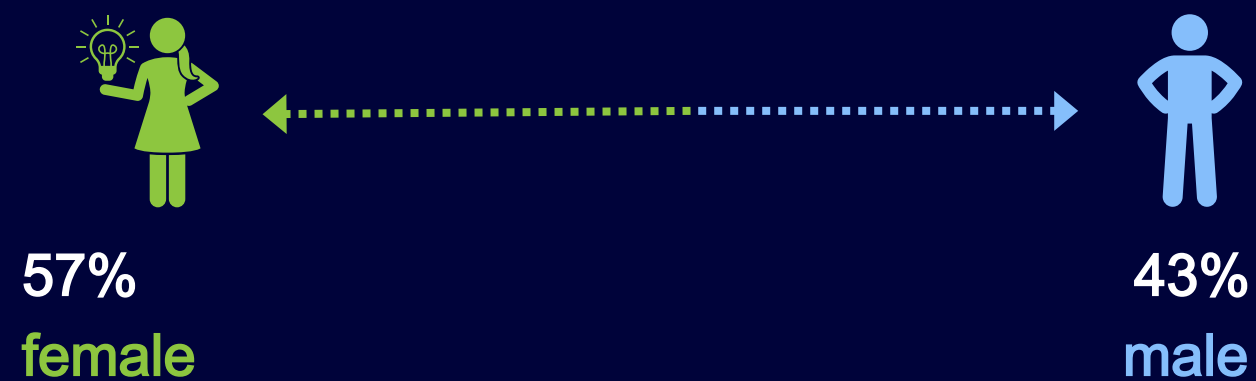
The gender pay gap represents the difference between the average hourly pay of male and female employees.

- The **mean gender pay gap** is calculated by using the hourly pay of all full-pay employees to calculate the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women. A mean (average) involves adding up all the numbers and dividing the result by how many numbers were in the list.
- The **median gender pay gap** is calculated by arranging the hourly pay rates of all male and female full-pay relevant employees from highest to lowest. Taking the hourly pay rate of the middle-ranked man and woman, the difference between the midpoint in the men and women's pay is the median gender pay gap.

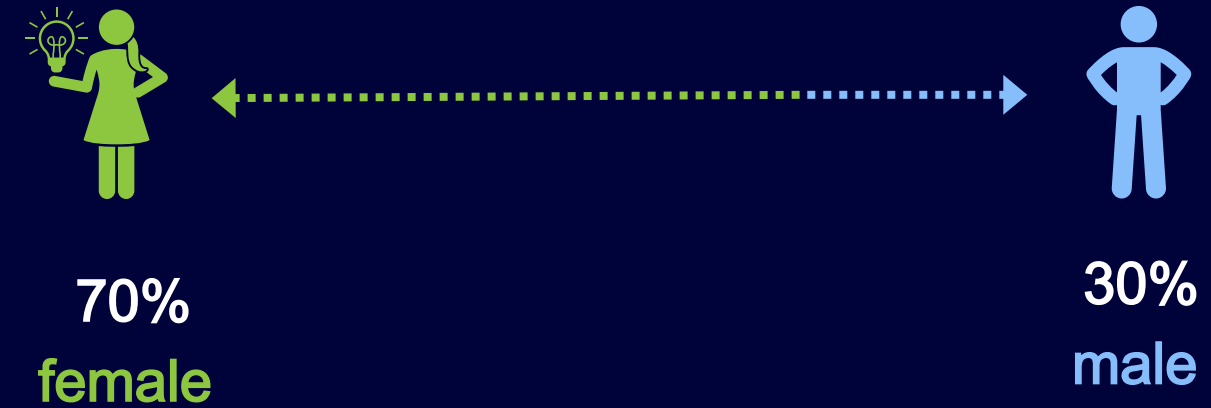
RDS QUARTILE PAY BY GENDER 2025

Measuring the gender pay gap is **different to measuring equal pay**. The RDS pays all males and females holding the same role **equally**. Our pay structure is designed to be simple, where colleagues are rewarded with **pay increases based on length of service and the role an individual holds**. External benchmarking is completed by an independent assessor **every 4 years** to ensure our rates of pay remain fair and competitive for an organisation of our size and complexity.

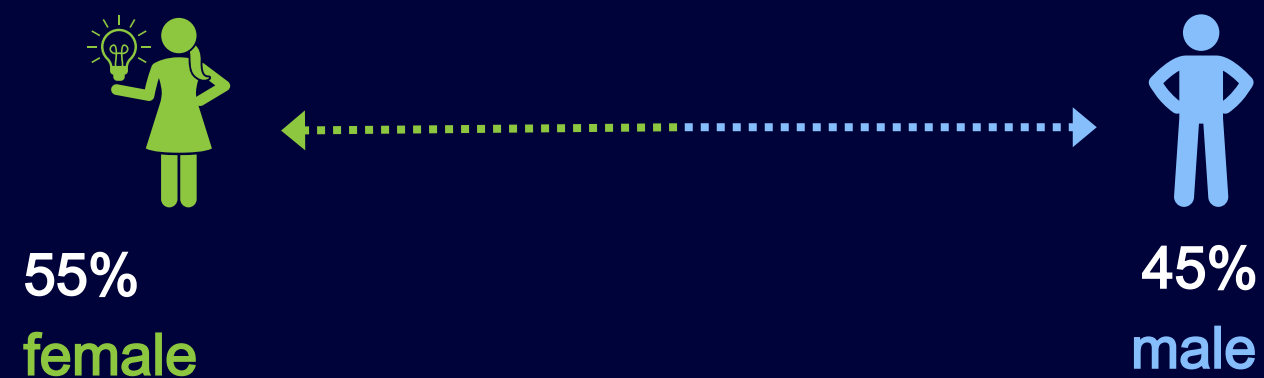
Upper Quartile – Top 25% of Highest Paid



Lower Mid Quartile – 26% - 50% of Highest Paid



Upper Mid Quartile – 51% - 75% of Highest Paid



Lower Quartile – Bottom 25% Highest Paid





RDS GENDER PAY METRICS



Category	Female	Male	Gap
Mean Hourly Pay	–	–	-0.6%
Median Hourly Pay	–	–	-13.3%
Mean Bonus	–	–	57.7%
Median Bonus	–	–	68.8%
Bonus Participation	16.7%	7.3%	–
BIK Participation	2.4%	2.4%	–

Note: No gender pay gap has been reported for part-time workers as they are all one gender.

RDS MITIGATION INITIATIVES



In circumstances where a gender pay gap exists, we remain committed to working to reduce the gap through **several initiatives** :

- **Recruitment:** All roles are designed and advertised to attract suitably qualified candidates, regardless of gender.
- **Selection:** Hiring managers are trained and supplied with supporting tools designed to identify the best candidate for the role in question. Annual leave scores go through a calibration process to ensure emerging talent is identified and recognised.
- **Training:** Training opportunities as identified through the annual review process are available for all staff.
- **Ways of Working:** The society operates on a core 35-hour working week with flexible start and finish times. Office based employees enjoy flexible working practices allowing for hybrid working. Part-time contracts to facilitate work-life balance are facilitated where possible.
- **Leave supports:** The Society actively supports employees requiring Parent's leave, Parental Leave, Fostering Leave, Adoption Leave and Carers Leave, while qualifying employees benefit from paid Maternity and Paternity leave also.

Gerry Coleman
HR Director
19/11/25



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