

THE RUGBY FOOTBALL LEAGUE

GENDER PAY GAP REPORT

2018



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The Rugby Football League is committed to equality and diversity within its workforce in all matters including pay. As the national governing body for sport, the Board of the Rugby Football League is committed to publishing its findings from its Gender Pay Gap Report 2018.

As an employer of less than 250 staff, the Rugby Football League is not obliged to publish this report but has decided to do so in order to be open and transparent in relation to pay and work to resolve any issues that exist.

The Gender Pay Gap is different from Equal Pay. Equal Pay is the difference between what men and women are paid who carry out the same or comparable jobs. The Rugby Football League has a formalised job evaluation system that makes assessments in relation to pay to ensure objectivity.

The Rugby Football League is an equal opportunities employer and as such is committed to equality in all aspects of its work.

We have an active Equality and Diversity plan, available on our website, which has been agreed with Sport England. The plan- which is for 3 years- covers all aspects of our business both internal and external and details some of the actions we have committed to undertake to progress this work.

The Rugby Football League currently holds an Intermediate standard award for its work in this area and is aiming to progress to Advanced standard as part of the plan.

A handwritten signature in white ink, appearing to read "R Rimmer".

Ralph Rimmer
Interim Chief Executive Officer

A handwritten signature in white ink, appearing to read "D Connor".

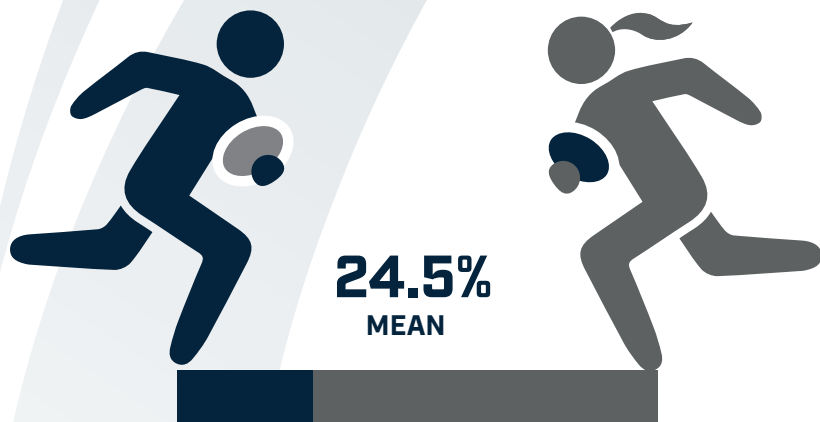
David Connor
Director of People and Remuneration



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PAY GAP

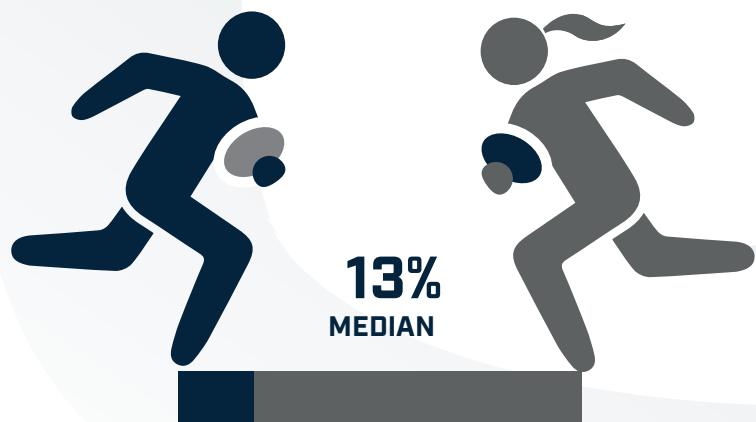


MEAN AND MEDIAN DIFFERENCE

The mean pay gap in favour of men is 24.5% per cent against a UK average of 17.4% - 7.1% above the national average and the median pay gap is 13% against a UK average of 18.4% - 5.4% below the national average.

The main reasons identified by the Rugby Football League for these gaps are as follows:

- More men are employed by the organisation than women. (60% to 40% split as at March 2018).
- More men currently occupy senior roles in the organisation.
- Historically, on the field, Rugby League has been a male dominated sport
- The majority of the part time roles within the organisation are occupied by women.



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PERCENTAGE OF STAFF WHO RECEIVED A BONUS

BONUS PAYMENTS

The percentage of women employed by the Rugby Football League who received a bonus was 21.2 % as opposed to 20.7 % of men.

The difference between the value of the bonuses paid was 79% (mean) and 16% (median) in favour of men.

The main reason identified by the Rugby Football League for this gap is as follows:

· As part of the Rugby Football League's remuneration strategy, senior staff are paid a bonus dependent upon their performance. During the assessment period, the organisation had more men than women in senior roles.

· Some commercial roles within the organisation have historically included a bonus as part of the reward strategy. There are currently more men in these roles than there are women.

PERCENTAGE OF STAFF WHO RECEIVED A BONUS

MEN



WOMEN



THE DIFFERENCE BETWEEN THE VALUE OF THE BONUSES PAID



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PAY QUARTILES

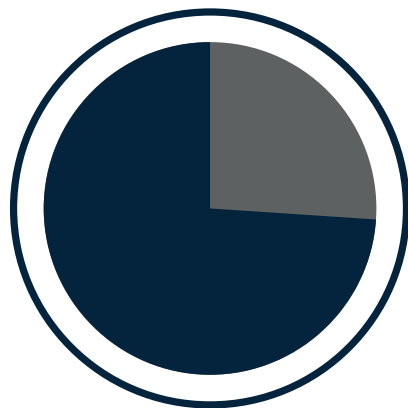
LOWER




MEN
51%


WOMEN
49%

LOWER
MIDDLE




MEN
74%


WOMEN
26%

UPPER
MIDDLE




MEN
61%


WOMEN
39%

UPPER




MEN
71%


WOMEN
29%

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OUR PLAN FOR CHANGE

As part of the Rugby Football Leagues Equality and Diversity plan, as agreed with Sport England, we have outlined a number of measures that will help us seek to narrow and ultimately eliminate the gender pay gap. These are:

REVIEW OF RECRUITMENT PRACTISES

We will review our current recruitment practises to see if we are doing all we can to attract applications for posts from women and seek to remove any unintentional barriers that are preventing this.

REVIEW OF THE BONUS STRUCTURE

We will review our current bonus structure to further understand why differentials exist between men and women and produce an action plan to attempt to minimise this issue.

MONITORING OF MEMBERSHIP OF THE LEADERSHIP GROUP

Our Leadership Group comprises of colleagues who are the potential leaders of the organisation. We will constantly monitor the make-up of this group and seek ways to try to ensure a gender balance is achieved

WORKING WITH “BEST IN CLASS” ORGANISATIONS

We will actively seek out other organisations who have achieved greater gender pay parity and bring this learning back in- house.

CONSIDERATION OF POSITIVE ACTION

We will actively consider positive action where necessary to increase the recruitment of women and the recruitment of women to senior positions.







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