

THE RUGBY FOOTBALL LEAGUE

GENDER PAY GAP REPORT

2021



THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2021



The Rugby Football League is committed to Inclusion, Equality and Diversity in all matters including pay. As part of this commitment, the Board of the Rugby Football League has agreed to publish the outcomes of its Gender Pay Gap Report 2021.

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

The data used to measure the Gender Pay Gap is taken as of 5th April of the previous year in which the report is produced. The data in this report is therefore taken on 5th April 2020.

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.

In 2018, 2019, and 2020 the Rugby Football League also took the decision to publish the outcomes of its Gender Pay Gap report. This year's report shows that we have made good progress in reducing the gap recorded 12 months ago in most of the areas measured specifically in the "Mean" and "Median" pay differentials where for the first time the results show a pay gap in favour of females.

In 2021, we will continue the work we have done in the previous 12 months. The Rugby Football League is an Equal Opportunities employer and as such is committed to equality in all aspects of its work.

If you have any queries in relation to this report, please contact **Victoria Sinacola** (Head of People and Remuneration) at victoria.sinacola@rfl.co.uk

A handwritten signature in blue ink, appearing to read 'R. Rimmer'.

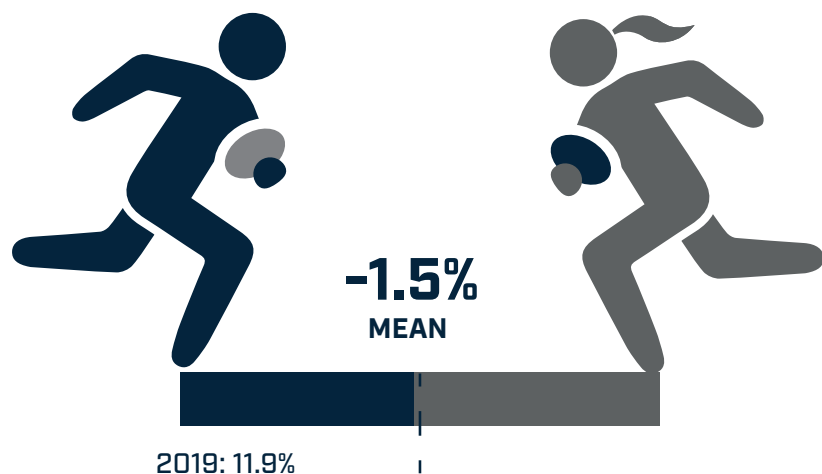
Ralph Rimmer
Chief Executive Officer



THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2021



PAY GAP



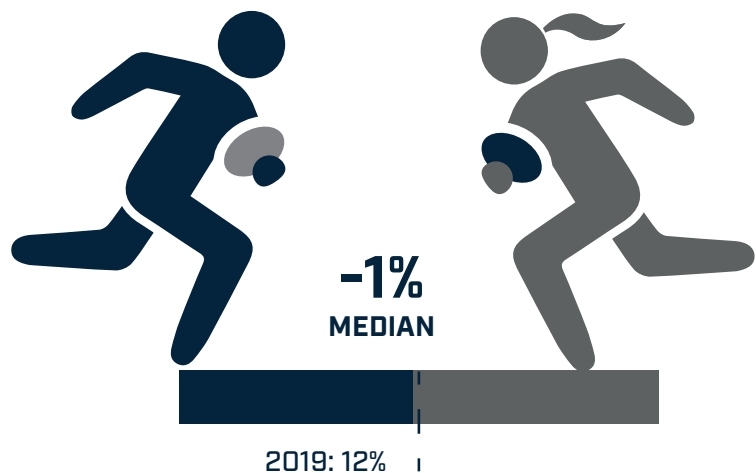
MEAN AND MEDIAN DIFFERENCE

The RFL mean pay gap this time is in favour of women at 1.5% and the median pay gap this time is in favour of women at 1%.

The 2021 report shows that the RFL is 16.5% below the national median average (15.5%). This is the first time that both the mean and median figures have shown a pay gap in favour of women.

The main reasons identified by the Rugby Football League for the gap in favour of females are as follows:

1. Number of women on the Executive Board increased.
2. The Executive Board reduced by one male member.
3. More women were recruited into higher paid roles.
4. More men were recruited into lower paid roles.



THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2021



PERCENTAGE OF STAFF WHO RECEIVED A BONUS

BONUS PAYMENTS

The percentage of women employed by the Rugby Football League who received a bonus during the period monitored was 2.7% as opposed to 4.9% of men. In the previous year, the number of women who received a bonus was 5.1% and the number of men was 10.4%.

The mean difference between the value of the bonuses paid was 59% in favour of women which was an increase in favour of women of 70% on the previous year.

The median difference was 94% in favour of women which was an increase in favour of women of 75% on the previous year.

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

In 2018/2019 the number of bonuses paid was far greater than 2020. For historical reasons, more male employees had previously had a contractual bonus than female employees.

In 2019/2020 the number of bonuses paid was significantly reduced primarily as a result of the Covid-19 pandemic and related staff pay reductions. Bonus amounts paid to women were higher than those paid to men during this time.

PERCENTAGE OF STAFF WHO RECEIVED A BONUS

MEN

4.9%



WOMEN

2.7%



THE DIFFERENCE BETWEEN THE VALUE OF THE BONUSES PAID



THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2021

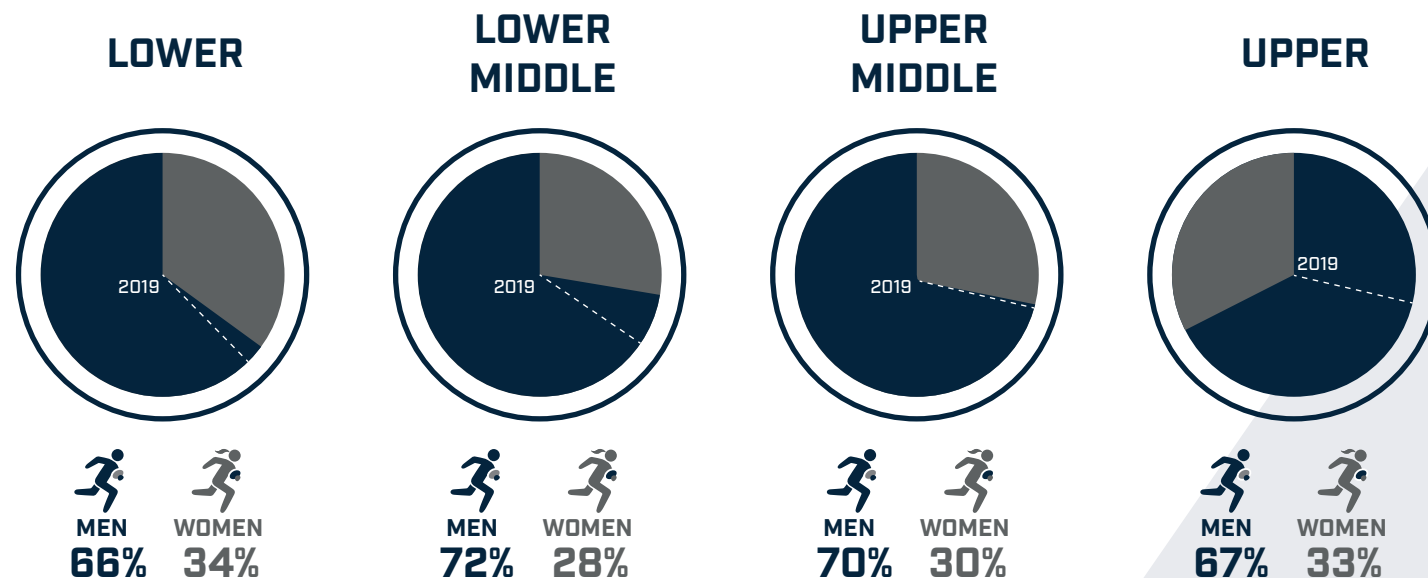


PAY QUARTILES

In relation to pay quartiles, the RFL has reduced the differentials in 1 of the 4 pay quartiles this being the Upper Quartile where the pay gap has decreased by 5%. The Middle Upper Quartile has remained relatively stable (Increase of 1%). We have seen increases in the pay gaps in both the Lower and Middle Lower Quartiles. (10% and 6%) increases, respectively.

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

1. The number of female employees who left the organisation during this time was slightly higher than male employees.
2. The number of male employees recruited into the Lower and Middle Lower Quartiles was higher than female employees.
3. More women generally were recruited into higher paid roles, specifically the Upper Quartile.
4. Some higher paid male employees left the organisation.



THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2021



In 2020, the RFL set out a plan for change to support the work it had been doing to reduce and ultimately remove the Gender Pay Gap.

Set out below are the main objectives of the plan with an update on progress and what the next steps will be in 2021. Please note that due to the Coronavirus Pandemic some objectives have been rolled over.

OBJECTIVES	ACTION	OUTCOME	NEXT STEP
Review of Recruitment Practises	External audit of recruitment process undertaken. Training programme to continue in 2020 with further training modules developed. Action plan created to implement audit recommendations. Comprehensive review of recruitment to form key objective of the People Departments workload in 2020.	Training programme not delivered in 2020 due to Covid-19 Pandemic and no recruitment.	Training programme now to be rolled out in 2021 along with the comprehensive review of recruitment. Assessment of monitoring data in regard to protected characteristics to form part of this work with the objective of introducing recruitment practices to reflect any under-representation. This forms part of the RFL Tackle It plan.
Monitoring of the Leadership Group	Leadership Group membership monitored on a quarterly basis as part of the Inclusion and Diversity plan.	Make-up of the group consistently in line with RFL gender split. Increased number of females on the Leadership group in line with the male/female gender split of the organisation	Continued review of the make-up of the Leadership group to take place
Consideration of Positive Action	Collective analysis of recruitment campaigns to be completed to inform action plan for 2020.	Due to the Coronavirus Pandemic and no or little recruitment this has not happened.	Analysis to resume in 2021 and linked to the RFL's Tackle it Plan for positive action.
Review of Bonus structure	Bonus structure to be monitored in 2020	Limited Bonuses paid in 2020 as a result of the Covid-19 Pandemic and financial implications. Senior leaders took voluntary salary deductions in 2020	Maintain the review of bonuses if paid this year.
Working with best in class	Analysis of male and female staff in relation to starters and leavers and review of recruitment processes. Best practice review to continue on an ongoing basis with new initiatives to be sought and adopted where relevant.	Due to the Covid-19 Pandemic no or little recruitment has taken place.	Analysis and Best practice review to continue on an ongoing basis with new initiatives to be sought and adopted where relevant.



RUGBY-LEAGUE.COM | FEBRUARY 2021