

THE RUGBY FOOTBALL LEAGUE

GENDER PAY GAP REPORT

2019



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The Rugby Football League is committed to 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 2019.

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 at 5th April of the previous year in which the report is produced. The data in this report is therefore taken at 5th April 2018.

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, 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 gaps recorded 12 months ago in most of the areas measured including the "mean" and "median" pay differentials.

In 2019, we will continue the work we have done in the previous 12 months to reduce the gaps even further. 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 David Connor (Director of People and Remuneration) at david.connor@rfl.co.uk

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

Ralph Rimmer
Chief Executive Officer

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PAY GAP

MEAN AND MEDIAN DIFFERENCE

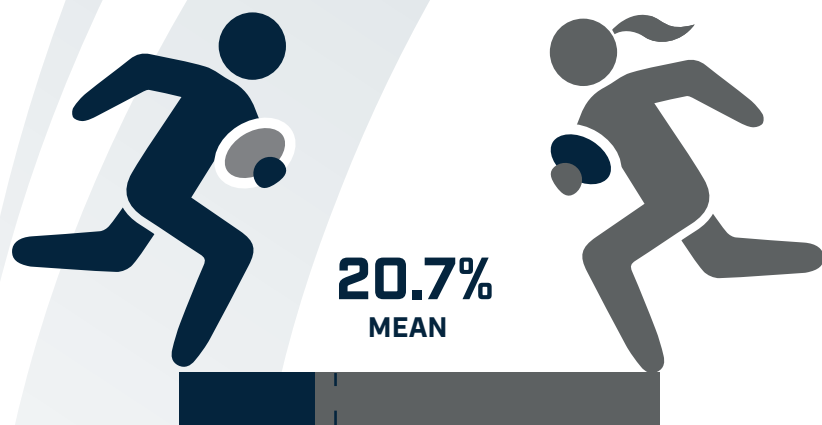
The RFL mean pay gap in favour of men is 20.7% and the median pay gap is 6%.

The 2019 report shows the RFL has reduced the mean pay gap by 3.8% and the median pay gap by 7% in comparison to the 2018 report.

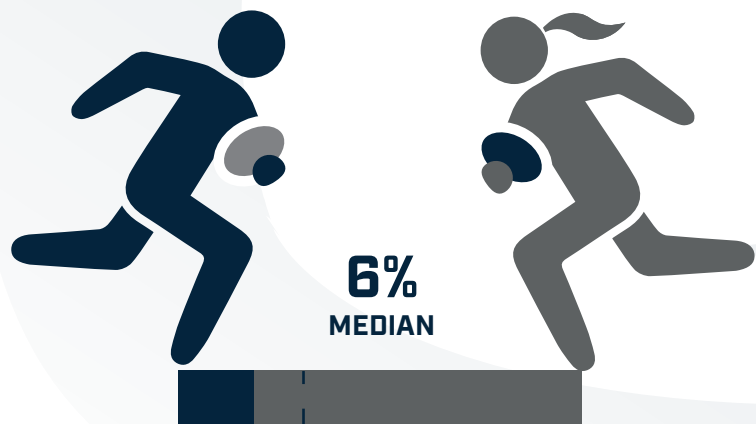
The report also shows that while the RFL is 3.6% above the national mean average (17.1%) it is 11.9% below the national median average (17.9%)

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

- More men are currently employed by the RFL than women. (60% to 40% split as at March 2019). However, from April 2017 to March 2018, the number of women recruited by the RFL rose from 30% in the previous 12 months to 43% of all recruitment.
- More men currently occupy senior roles in the organisation.
- Historically, on the field, Rugby League has been a male dominated sport. However the development of women's Rugby League has been a growing focus for the RFL: in 2018 the Women's Super League was launched, and the number of female community rugby league players increased 30% from the 2017 figure. The early signs are that the progress will continue in 2019, with the Super League expanding to eight teams, and new teams also joining Championship and League One.



2018 - 24.5% |



2018 - 13% |

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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 during the period monitored was 2% as opposed to 10.4% of men. In the previous year, the number of women who received a bonus was 21% and the number of men was 20%.

The mean difference between the value of the bonuses paid was 68% in favour of men which was a reduction of 11% on the previous year.

The median difference was 58% in favour of men which was an increase of 42% on the previous year.

The main reason identified by the Rugby Football League for these gaps is as follows:

In 2018 the number of bonuses paid was far greater and were awarded as part of the annual pay award for some staff. In 2019, bonuses were paid as part of a contract agreement. For historical reasons, more male employees had this agreement than female employees.

PERCENTAGE OF STAFF WHO RECEIVED A BONUS

MEN

10.4%



WOMEN

2.0%



THE DIFFERENCE BETWEEN THE VALUE OF THE BONUSES PAID



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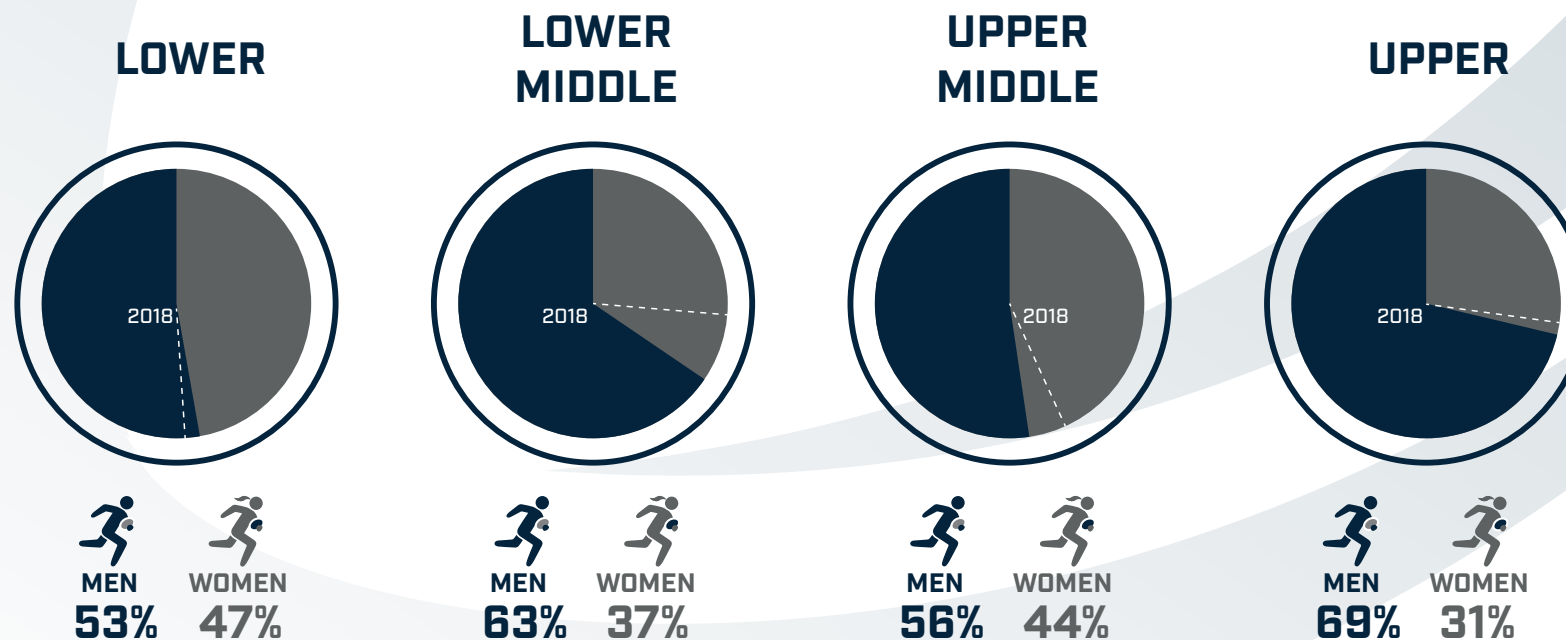


PAY QUARTILES

In relation to pay quartiles, the RFL has reduced the differential in 3 of the 4 pay quartiles in comparison with the 2018 report by up to 11% with the lower quartile recording the only increase (2%) during this time.

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

- The number of male employees recruited in the lower pay quartile was greater than the number of female employees. At the same time, the number of female employees paid in this quartile who left the RFL was greater than the number of male employees.
- More females were recruited into higher paid roles than in the previous 12 months.



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In 2018, 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 2019.

OBJECTIVES	ACTION	OUTCOME	NEXT STEP
Review of Recruitment Practises	Recruitment policy and Equality Policy reviewed, and Equality impact assessed. Equality and Diversity awareness training- including recruitment - rolled out to staff	Updated statement in relation to the RFL being an equal opportunities employer covering all protected characteristics used on adverts. Training programme to continue in 2019 with unconscious bias training currently being developed	Comprehensive review of recruitment to form key objective of the People Departments workload in 2019
Monitoring of the Leadership Group	Leadership Group membership monitored on a quarterly basis as part of the Equality and Diversity plan	Make-up of the group consistently in line with RFL gender split	Continued review of the make-up of the Leadership group to take place
Consideration of Positive Action	Positive action taken in recruitment at different levels. Specialist media used to increase diversity. Outcomes monitored after each campaign	Analysis of responses carried out for each positive action campaign	Collective analysis of campaigns to be completed to inform action plan for 2019
Review of Bonus structure	Bonuses paid through a structured process	Reduction in the number of bonuses paid to staff. Previously what constituted a bonus varied. Now have a greater understanding of this and what the issues are	Bonus structure to be monitored in 2019
Working with best in class	Have sought out organisations who have had success in this area	Carried out analysis of male and female staff in relation to starters, leavers, performance management ratings carried out and review of recruitment processes as above	Best practice review to continue on an ongoing basis with new initiatives to be sought and adopted where relevant.



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