

THE RUGBY FOOTBALL LEAGUE

# **GENDER PAY GAP REPORT**

2020

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# THE RUGBY FOOTBALL LEAGUE GENDER PAY GAP REPORT 2020



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 2020.

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 2019.

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 and 2019, the Rugby Football League also took the decision to publish the outcomes of its Gender Pay Gap report.

In 2020, 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](mailto:david.connor@rfl.co.uk)

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

**Ralph Rimmer**  
Chief Executive Officer

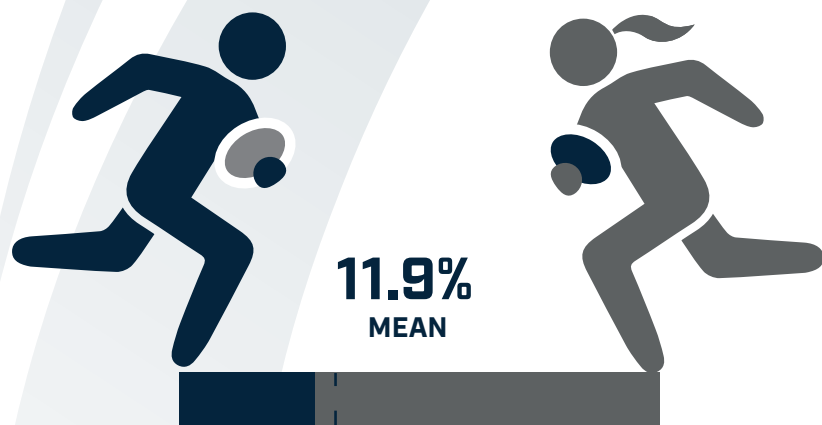




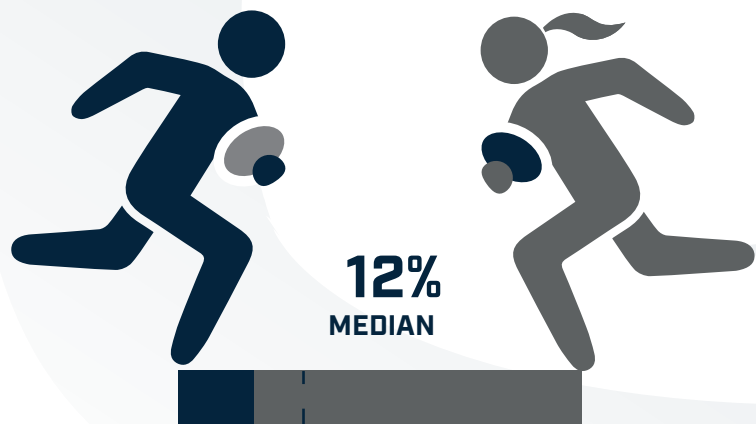
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## PAY GAP



2018 - 20.7% |



2018 - 6% |

### MEAN AND MEDIAN DIFFERENCE

The RFL mean pay gap in favour of men is 11.9% and the median pay gap is 12%.

The 2020 report shows that the RFL is 5.2 % below the national mean average (17.1%) and 5.3% below the national median average (17.3%). This is the first time that both these figures have been below national average since reporting began.

The 2020 report shows the RFL has reduced the mean pay gap by 8.8%. However the median pay gap has increased by 6% in comparison to the 2019 report.

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. (67% to 33% split as at March 2020).
- 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 by 30% from the 2017 figure. This was built upon in 2019 with a further increase in excess of 15%. The early signs are that the progress will continue in 2020, with the Super League expanding to ten teams.

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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 5.1% as opposed to 6.4% of men. In the previous year, the number of women who received a bonus was 2% as opposed to 10.4% of men.

The mean difference between the value of the bonuses paid was 11% in favour of men, a reduction of 57% on the previous year.

The median difference was 19% in favour of women which was a decrease in favour of men of 77% on the previous year.

The main reason identified by the Rugby Football League for these gaps is that 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 contractual agreement. For historical reasons, more male employees had previously had this agreement than female employees.

### PERCENTAGE OF STAFF WHO RECEIVED A BONUS

MEN

6.4%



WOMEN

5.1%



### THE DIFFERENCE BETWEEN THE VALUE OF THE BONUSES PAID

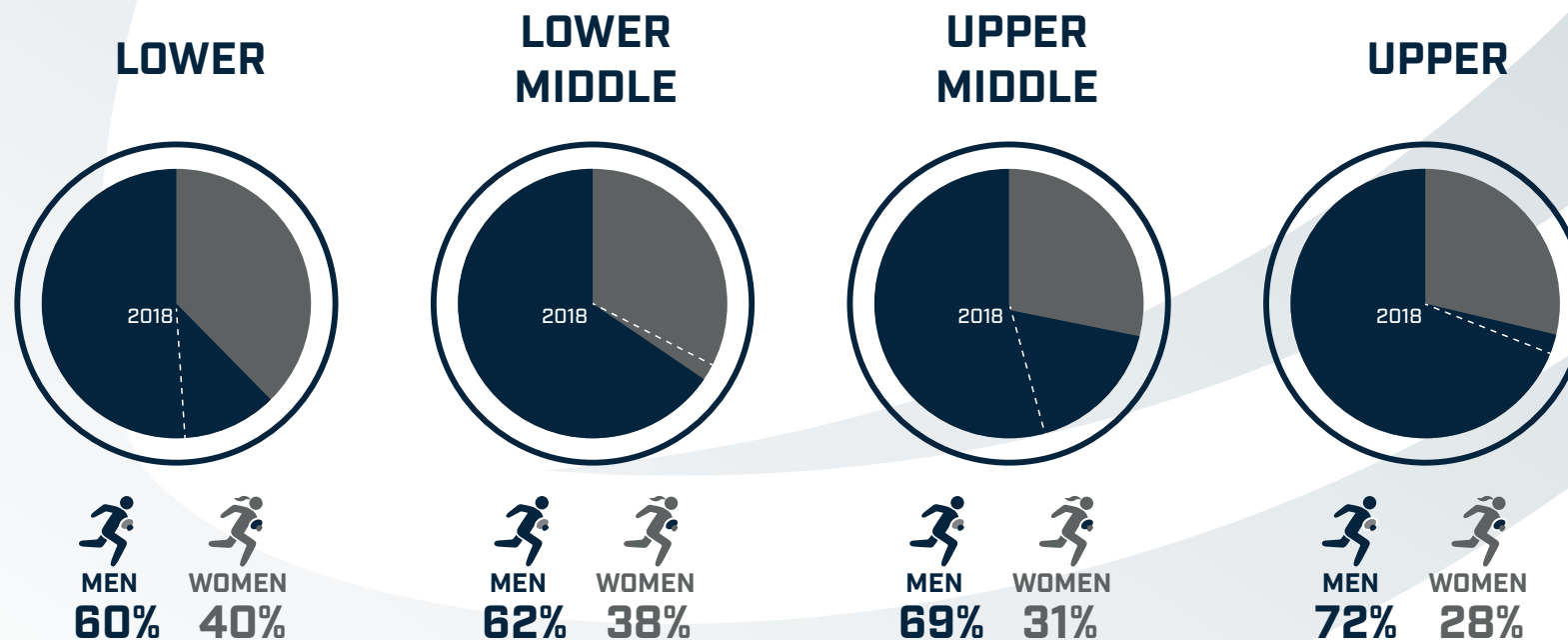


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## PAY QUARTILES

In relation to pay quartiles, differentials in 3 of the 4 pay quartiles has remained relatively stable. The biggest change has been in the Upper Middle quartile with a Male to Female increase of 13% by comparison to 2018. Further work will be carried out in 2020 to understand the rationale for this.



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In 2019, 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 2020.

OBJECTIVES	ACTION	OUTCOME	NEXT STEP
<b>Review of Recruitment Practises</b>	Recruitment policy and Equality Policy reviewed, and Equality impact assessed. Inclusion and Diversity awareness training - unconscious bias - rolled out to staff.	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.
<b>Monitoring of the Leadership Group</b>	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.	Continued review of the make-up of the Leadership group to take place.
<b>Consideration of Positive Action</b>	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 2020
<b>Review of Bonus structure</b>	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 2020.
<b>Working with best in class</b>	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 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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