

Monday 6 April 2020

Our Reed Exhibitions UK Gender Pay Gap has been published today.

Transparency in Gender Pay Gap reporting is important. We can support our female employees better, identify skill gaps, improve company performance and increase productivity by identifying and tackling our gender pay gap. The Gender Pay Gap reporting regulations introduced two years ago by the UK Government are an opportunity for positive action in businesses.

The Gender Pay Gap results for Reed Exhibitions UK reflect the pay data as required at the snapshot date of 5 April 2019. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Definitions - the difference between Gender Pay Gap and Equal Pay

It's important that we understand the difference between equal pay and the gender pay gap before we analyse our report, which looks at the gender pay gap. Equal pay means men and women being paid the same salary for carrying out the same or similar work, for which there is a legal requirement. The gender pay gap is the difference in average hourly pay between all men and all women in a workforce. A gender pay gap is the result of a gender imbalance in the workforce, for example having more men than women in senior roles.

Pay gap

The difference (mean and median) in hourly rate of pay between all men and all women in an organisation, expressed as a percentage of men's earnings – at the snapshot date of 5 April 2019.

Mean pay gap

The mean is the average. The mean pay gap is the difference in the average hourly rate of men's and women's pay.

Median pay gap

The median is the middle. The median pay gap is the difference between the midpoints in the ranges of men's and women's pay.

Bonus gap

Percentage difference (mean and median) in total bonus payments received by men and women in the 12 months preceding the snapshot date.

Proportion receiving bonus

Percentage of men and women who received a bonus in the 12 months preceding the snapshot date.

Pay quartiles

Shows the proportion of men and women in different pay bands, with the workforce divided into four equal parts (quartiles).

Gender pay gap reporting – Statutory Disclosure

Reed Exhibitions UK employs more than 250 employees. We are therefore legally required to publish our Gender Pay Gap data.

Data observations on our statutory disclosure

Our 2019 report demonstrates a marked, 4.8% improvement in the median pay gap. However, our bonus and mean pay gaps have increased since last year's report.

Pay quartile	% of men	% of women	Median total pay gap per quartile
Upper	52.9%	47.1%	12.0%
Upper Middle	47.1%	52.9%	4.8%
Lower Middle	45.7%	54.3%	2.6%
Lower	27.5%	72.5%	-0.8%

Mean total pay gap	24.1%
Median total pay gap	16.1%

% of men receiving bonus pay	61.7%
% of women receiving bonus pay	48.9%

Mean bonus pay gap	72.1%
Median bonus pay gap	24.1%

2019 was a year of change for Reed Exhibitions, including significant changes within the Marketing department. We also saw key changes within our Global Leadership Team with Kumsal Bayazit moving to take on her new challenge within Elsevier; both impacting our mean and median pay for women across the organisation.

Female representation within key and senior positions

We have maintained a balanced workforce, 52% women and 48% men. 50% of UK direct reports to the UK Chief Executive are women and the UK Senior Leadership team across Reed Exhibitions UK comprises 67% women. Within our key roles succession plans for the next 2 to 4 years, 63% of named, potential successors are women.

Tackling the Gender Pay Gap

- We have introduced our new Zenger Folkman (ZF) competency model and 360 assessment. This tool enables us to identify and support our top talent whilst aligning us more closely to RELX from a development perspective. Six women have already attended training in ZF delivery across Reed Exhibitions (10 attendees in total thus far). The plan for 2020 onwards is to extend further across the SLT.
- Early Career Rising stars: 5 out of 7 of our early career 'Rising Stars' are women and each have defined development plans consisting of various RELX Leadership opportunities throughout 2020/2021.
- Reed Exhibitions Talent Exchange runs every year, where employees apply to work/shadow in another Reed Exhibitions office globally. The programme is very successful and year on year we receive a greater number of applications. Our application and participation statistics are as follows:

- 2019
 - Female applicants: 10, male applicants: 5
 - Female winners: 2, male winners: 1
- 2020
 - Female applicants: 11, male applicants: 8
 - The application process has only just closed and to date we have shortlisted 4 women and 3 men
- The Reed Exhibitions Accelerate programme runs every other year. Employees with management responsibility and development aspirations apply to take part in this strategic development programme. It's hugely successful as a platform to allow people to grow and develop from, either into bigger roles or promotion. Our application and participation statistics are as follows:
 - 2018
 - Female participants: 11, male participants: 5
 - Having completed the programme, 7 of the female participants have either seen significant expansion within their roles or have been promoted within the business.
 - 2020
 - Female applicants: 11, male applicants: 10
 - We will continue with the selection process once we are all able to return to the office
- Women in Technology - Mentoring Programme which encourages women within the Global Technology part of the Reed Exhibitions business to be mentored by experts (both male and female). This programme successfully ran during 2019 with applications for the 2020 programme due to open shortly.
- Coaching For Success – we are currently running a coaching programme focused on enabling participants to develop their careers and aspirations within Reed Exhibitions. 12 women are taking part in this initiative.
- We are pleased to confirm that 70% of women taking maternity leave, return to the business. This is strongly supported by our flexible and family-friendly policies.
- Exhibitions Leadership Team Award (formerly World Wide Board Award): **Cathy Laporte** (Portfolio Director) received this year's award on behalf of the UK; testament to her great work within her portfolio and more broadly across the business.

Additional initiatives coming soon

- High Potential Women's Networking Programme - to be launched Q2 2020. Led by a senior female Board member, to share experiences and challenges of progressing in industry.
- Executive coaching for women in critical roles at Reed Exhibitions – to be launched H2 2020. This will provide coaching for women in critical roles within Reed Exhibitions. We have identified 4 individuals who will have the opportunity to take part.

- Parents' Network – to be launched Q1 2021. This will allow parents across Reed Exhibitions to network and share parent friendly policies, experiences, opportunities and challenges.

We still have a long way to go in tackling this complex issue, but I am confident that as we embed inclusion initiatives as a part of our identity, our growth in this area will be reflected in future reports.

I confirm that the information and data provided in this Report are accurate and in line with the UK legislation.

Richard Lowther, Global Human Resources.