**RSVP Media Response Gender Pay Gap Report 2022**

By Louise Roberts April 2022.

Founded in 1988, RSVP is the UK’s oldest contact centre, with a proud heritage of supporting a wide range of clients across a great variety of different sectors. Providing omni-channel service and sales support, RSVP is able to draw upon an unrivalled wealth of knowledge and experience in order to deliver the very best service to our partners.

**What is the gender pay gap?**

The gender pay gap is a UK government initiative designed to measure the average pay for men and women, irrespective of their roles, to help reduce the difference. Since changes were made to the Equality Act in April 2017, companies with more than 250 employees have had to report a series of figures annually, as a snapshot of the previous year’s data.

In the current report, gender definitions are based on current legal definitions and collection requirements. However, we recognise that not everyone’s gender identity fits within this binary, and not everyone is yet legally able to be defined as the gender that they would like to be. We are hoping the future definitions are more inclusive and we can adjust our reporting accordingly.

**What is the difference between the gender pay gap and equal pay?**

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do like work.

**RSVP UK gender pay gap for snapshot date 2022.**

RSVP maintains consistent work force numbers despite COVID 19 restrictions meaning a move to a hybrid working model. The nature of our business model means the focus on recruitment is employing from the creative industries and we generally see an equal number of male and female employees.

**Hourly Pay Rate**

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.8% lower than men’s during this snapshot period.

When comparing mean (average) hourly pay, women’s mean hourly pay is 6.9% lower than men’s.

**The median gender pay gap figure**
This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

**The mean (average) gender pay gap figure**
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

## **The percentage of women in each pay quarter**

In this organisation, women occupy 42.9% of the highest paid jobs and 54.9% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

42.9% of the upper hourly pay quarter (highest paid) are women

57.1% of the upper hourly pay quarter (highest paid) are men

Upper middle hourly pay quarter

51.9% of the upper middle hourly pay quarter are women

48.1% of the upper middle hourly pay quarter are men

Lower middle hourly pay quarter

50.4% of the lower middle hourly pay quarter are women

49.6% of the lower middle hourly pay quarter are men

Lower hourly pay quarter (lowest paid)

54.9% of the lower hourly pay quarter (lowest paid) are women

45.1% of the lower hourly pay quarter (lowest paid) are Men

**Bonus pay gap**

In this organisation, women’s median bonus pay is 19.4% lower than men’s.

When comparing mean (average) bonus pay, women’s mean bonus pay is 19.3% lower than men’s.

### Who received bonus pay

70.4 % of women

74% of men

**Company Statement**

RSVP is happy to employ a truly diverse workforce, and committed to ensuring that equal opportunities are provided to all. Due to ever changing make up of our work force we do see fluctuation on the pay gap year on year based on the employees who are working for us at the time.

We also have a split of employees working Sales roles which include commission and bonuses and Customer Service roles which do not, and the preference for those roles affects the hourly pay for the individuals concerned.

Nonetheless we are committed to ensuring fair pay across the business.