



# **RBK Gender Pay Gap Report**

**December 2024**



# Introduction

- At RBK, we are committed to fostering a diverse and inclusive workplace. This report outlines the results of our gender pay gap analysis, in compliance with Irish regulations on gender pay gap reporting.
- The analysis reflects our dedication to understanding and addressing disparities and ensuring equal opportunities for all employees.



# Methodology and Definitions

- The gender pay gap represents the difference in earnings between male and female employees in an organisation, regardless of their role or work level. This is different to equal pay which compares men and women who perform the same role, or roles of equal value.
- Mean the sum of all the values in a list divided by the number of values.
- Median the middle value in a list where the values are listed in numerical order, from lowest to highest.
- The reporting period is June 2023 – June 2024.
- The 'pay gap' reflects the hourly rate of pay plus bonus between male and female employees. This is otherwise referred to as the remuneration gap.
- The report focuses on all employees including part-time and temporary.



# Summary

- RBK is a gender-inclusive workplace with 59% of employees being female.
- Our mean gender pay gap analysis for all employees shows the gap between male and female employees is 1.4% in favour of male employees. This reflects a relatively positive and equitable balance of males and females across all levels of the organisation.
- Our median pay gap is 12.7% higher salary in favour of female employees which is indicative of the higher proportion of male employees at Intern and Trainee level.
- The mean pay gap for temporary employees is -5.7% in favour of female employees. Whilst we do not differentiate pay for our interns by gender, we do have some pay differentiation for those under 18, and this is the reason for the pay gap. The median pay gap for temporary employees is -1.2% in favour of females.
- There are relatively equal numbers of male and female employees who fall into the lower pay quartile. The middle quartiles have higher proportions of females however there is an increase in male employees in the upper quartile. Whilst 69% of Senior Managers are female, 56% of Directors are male.
- All part-time employees are female.
- Temporary employees comprise of summer and college interns of which 62% are male.

# Methodology and summary - continued

## Bonus

- 86% of female employees received a bonus and 71% of male employees received a bonus;
- The mean bonus gap is 5.9% which is reflective of a greater share of the most senior employees being males;
- The median bonus gap is -5.5% in favour of females which is reflective of a higher proportion of women in the mid tier level of the organisation and a large proportion of males at trainee levels;
- Both Male and Female employees are eligible for the bonus scheme after their first year of employment; The bonus gap is affected by employees who joined during the year and those on various types of leave including maternity and parental leave.

## BIK

- All employees receive a voucher at Christmas and 42% of employees are covered by Death in service benefits of which 69% are women.

## Partners

- Our Partners are not employees and therefore not included in our employee gender pay gap calculations. We have a total of 17 partners of which 4 are female. The last 2 partners were appointed in 2022 – 1 Male and 1 Female.



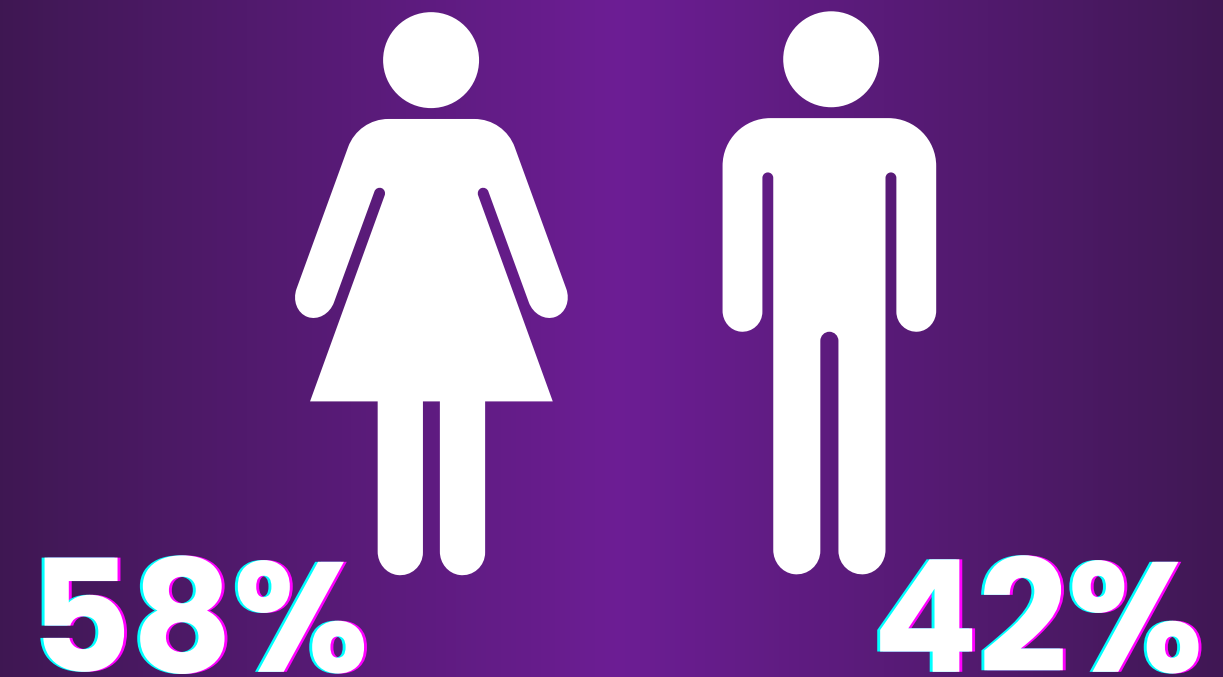
# Regulatory Reporting

	Gap
Mean pay gap - all employees	<b>1.4%</b>
Median pay gap - all employees	<b>-12.7%</b>
Mean pay gap - part time employees	<b>-</b>
Median pay gap - part time employees	<b>-</b>
Mean pay gap - temporary employees	<b>-5.7%</b>
Median pay gap - temporary employees	<b>-1.2%</b>
Mean bonus gap - all employees	<b>5.9%</b>
Median bonus gap - all employees	<b>-5.5%</b>
Mean bonus gender pay gap	<b>86%</b>
Percentage of males receiving a bonus	<b>71%</b>
Percentage of females receiving BIK	<b>57%</b>
Percentage of males receiving BIK	<b>38%</b>

## Our Workforce Profile

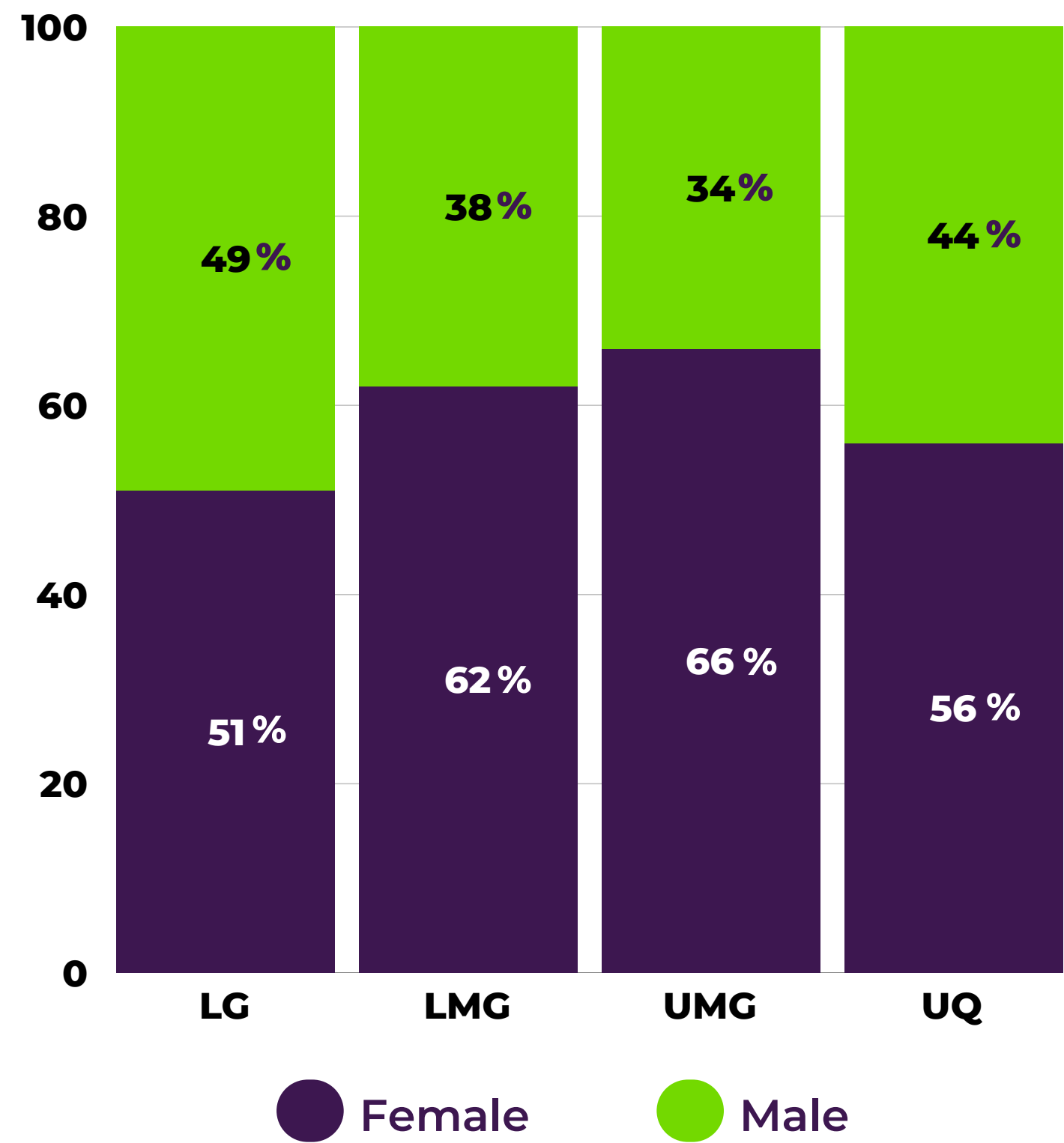
Total number of employees: **211**

### Gender Breakdown:



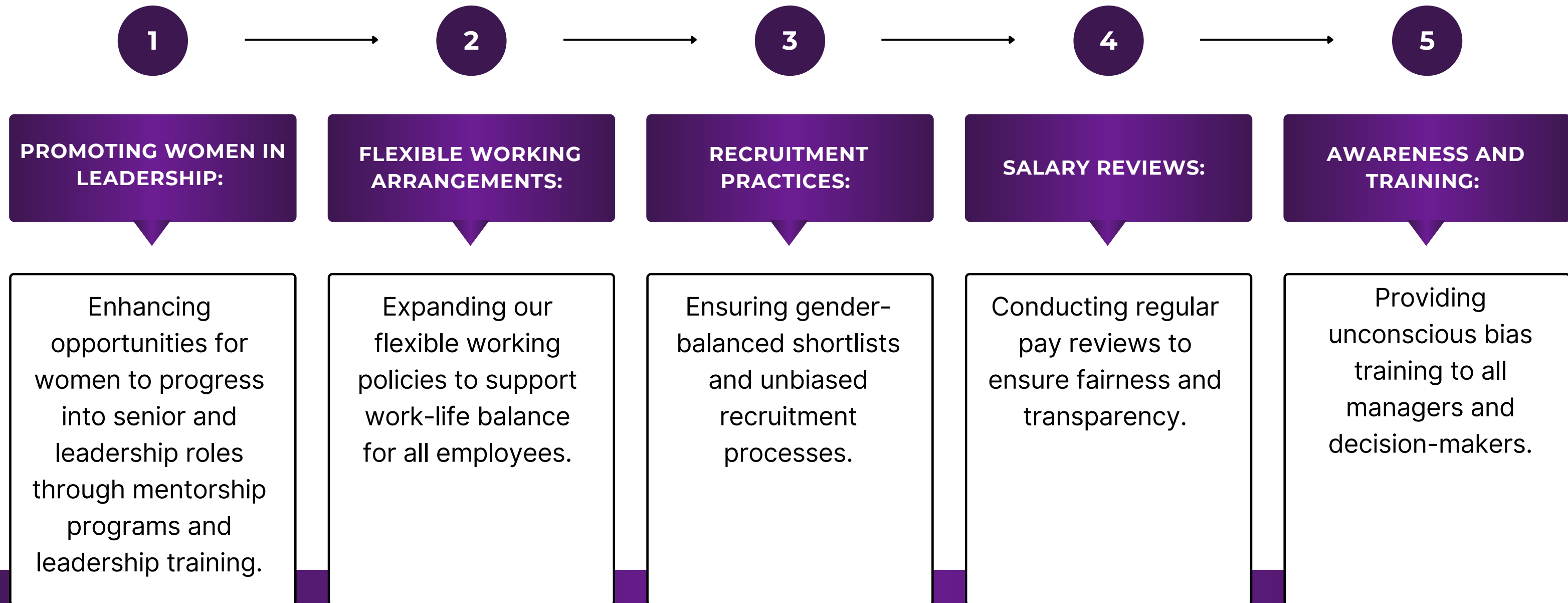


# Quartile Distribution



# Actions to Address the Gap

We are committed to continuing to improve gender pay policies with the following actions:



**We aim to:**

1

Continue to improve our gender pay policies.

2

Publish annual updates to track progress.

3

Foster an inclusive culture where everyone can thrive.