

RHP Group gender pay gap report 2026



Our latest pay gap report shows continued progress towards a fair and inclusive workplace. Women make up 51% of our workforce, and both our mean and median gender pay gaps are now in favour of women (-3.09% and -3.59% respectively).

The Mean Gender Pay Gap continues to be in favour of women, however the gap has decreased from 10.75% to 3.09% in favour of women. This decrease is likely influenced by vacancies in senior leadership roles previously held by women. While this has narrowed the pay gap, it highlights the importance of maintaining gender balance at the most senior levels to ensure sustained pay equity across the organisation.

The Median Gender Pay Gap has changed from 0.04% in favour of men to 3.59% in favour of women. Whilst the midpoint of the pay range now favours women, the overall distribution of pay is more consistently balanced across the organisation. This suggests that pay differences are no longer driven solely by higher earners but reflect a broader trend of equity at all levels.

The pay quartiles continue to show an interesting picture of RHP Group. There is a notable shift in female representation in the upper mid quartile, with male representation decreasing. This represents a significant move towards a female majority in this pay quartile. Female representation has also significantly increased in the lower quartile, which may suggest an increase of women into lower paid roles. This trend should be monitored to ensure women are equally represented across all levels, including progression opportunities into higher paying roles.

Our gender bonus pay gap can be seen below as:

- ▶ **Mean Gender Bonus Pay gap is -3.91%**
(change from -6.6% last year)
- ▶ **Median Gender Bonus Pay Gap is -8.33%**
(change from +10.80% last year)

The Mean Gender Bonus Pay Gap continues to be in favour of women, though the gap has narrowed indicating that bonus payments are becoming more equally distributed between genders.

The Median Gender Bonus Pay Gap has changed from being in favour of men last year by 10.80% to now being in favour of women by 8.33% this year. This change is attributed to a corporate bonus being awarded for all eligible employees, combined with increased representation in the upper mid quartile pay brackets, resulting in higher bonus amounts for women overall.

ACTION PLAN

We have introduced quarterly diversity statistics for recruitment and we plan to better use insights from this to assess the gender, ethnicity, sexual orientation and disability diversity of our candidates across all recruitment stages. This will make sure we are not doing activities which unconsciously impact our diversity approach.

A manager toolkit has been introduced to assist managers in hiring inclusively and we will make sure that all hiring managers have undertaken or had a refresher in inclusive recruitment training within the next 12 months (by August 2026).

We have successfully obtained Disability Confident Employer (level one) status for our inclusive recruitment practices. We will build on this to become a Disability Confident employer (level two) to ensure positive action by offering interviews to a fair and proportionate number of disabled applicants who meet the minimum criteria of the role.

We will continue to encourage diversity declaration at onboarding stage and will continue to complete an annual declaration drive to ensure data reliability and accurate pay gap reporting.

Our leadership development programme has been set up to be available to aspiring leaders as well as current managers and leaders to ensure an inclusive approach with opportunities for all. We will look to encourage individuals from underrepresented backgrounds who have shown an interest in developing to a senior leadership position in the future.

An Equality, Diversity and Inclusion Strategy has been launched which includes an action plan focused both externally and internally to improve accessibility and ensure a diverse and inclusive workforce.