

# Gender Pay at Rowan Dartington - 2019



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At Rowan Dartington, we are committed to creating a working environment where all our employees have the opportunity to develop and to be rewarded fairly for their contribution.

This is our first Gender Pay report and, as with many businesses in our sector, we clearly have work to do to ensure a more balanced distribution of pay between men and women.

Our gap is driven by the disproportionate number of men in senior management positions and amongst our Investment Manager population. We are aware that there is no short term fix to this situation but we do believe that we can see substantial improvements over time.

The HR team check all annual pay and bonus awards to ensure that relative increases and awards are fair and justified. This data also shows that women are more likely to receive an award than men.

# Pay and Bonus

## Difference between men and women in 2019

**54.0%**  
Median Gender Pay Gap

**47.6%**  
Mean Gender Pay Gap

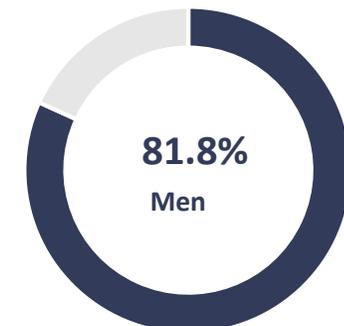
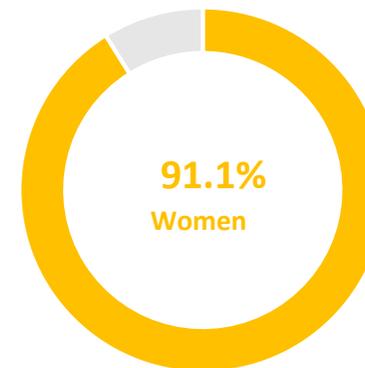
On average across the business, women are paid 47.6% less than men.

**80.7%**  
Median Gender Bonus Gap

**76.5%**  
Mean Gender Bonus Gap

## % of men and women who received a bonus in 2019

The charts below show the percentage of men and women who were awarded bonuses in 2019. This highlights that a higher proportion of women received bonuses. The bonus gap figure, however is reflective of the higher performance related remuneration offered to senior roles.



# Our Pay Quartiles

These charts clearly show our core challenge. We have significantly more men in higher paid roles than women.

Our People strategy aims to have 'highly capable, motivated and diverse employees' because we believe this will lead to improved business performance in the long term. We now have women in over 20% of the senior head office roles; three years ago this figure was just 5%. We are encouraged by the progress that we are starting to see but we know that we have more to do.

The actions we are taking to improve diversity include:

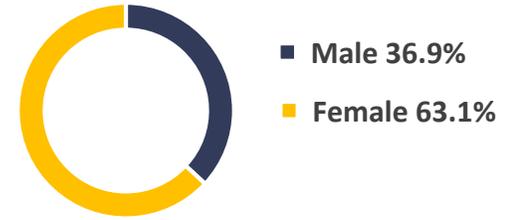
- Introducing gender neutral CVs for shortlisting
- Mandating that external recruitment agencies include female candidates on shortlists for senior roles
- Education for managers on unconscious bias
- Improved family friendly policies including enhancing maternity and paternity pay

*I confirm that the information contained in this report is accurate and aligned with the requirements of the Regulations.*

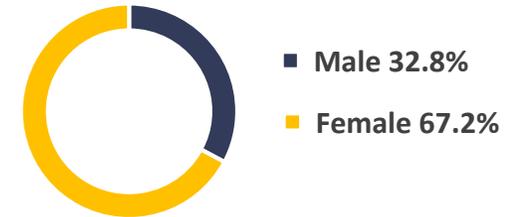


Glenn Cockerill,  
Finance Director

## Lower Quartile



## Lower Middle Quartile



## Upper Middle Quartile



## Upper Quartile

