



Gender Pay Gap Report

Accompanying Narrative

Snapshot date - 5th April 2017

Transforming **lives**
Revitalising **neighbourhoods**

Introduction to this Gender Pay Gap Report

As Riverside employs more than 250 people we are required by Government regulations to publish an annual gender pay gap report showing the difference in average female earning compared to average male earnings.

We collected the data to inform our Gender Pay Gap Report based on a 'snapshot date' of 5th April 2017. This data will inform our 2017 submission which will be reported to the Government Equalities Office (GEO) by the 4th April 2018.

In accordance with Government Equalities Office guidance, this Gender Pay Gap report relates solely to the legal entity 'The Riverside Group Ltd' and does not include data for Irvine Housing Association, Prospect GB Ltd, or Evolve. Irvine and Prospect fall below the threshold of 250 employees and are not required to publish a Gender Pay Report.

Background to Gender Pay Reporting

Why do we need to complete a Gender Pay Report?

Organisations employing 250 or more employees have to publicly report on their gender pay gap by the 4th April each year in order to comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

All applicable organisations are required to publish their first Gender Pay Reports by 4th April 2018. This report will use pay data taken as a snapshot of 5th April 2017, and for some of the reported elements (notably Bonus Pay data) will use pay data in the 12 month period leading to 5th April 2017.

The regulations require that six calculations are carried out and published by each organisation to satisfy the minimum requirements of the Gender Pay Report (as shown on the right).

Employers are also required to provide a written statement/declaration from an authorised Director or equivalent which confirms the accuracy of the calculations and have the option to write and publish an accompanying narrative to support the basic data.

For Groups, Gender Pay Reports are considered at a Legal Entity level. As Irvine Housing Association, Prospect GB Limited employ less than 250 employees they are out of scope for Gender Pay Reporting

The MEAN Gender Pay Gap

All salaries are added together for each gender and divided by the headcount to provide the average salary. The Mean Gender Pay Gap is the difference between the average hourly pay for men and women.

The MEDIAN Gender Pay Gap

The calculation shows the difference of the median average hourly pay for male and female colleagues. All salaries are sorted (lowest to highest) with the comparison taken at the middle value for each gender.

The MEAN BONUS Gender Pay Gap

This calculation looks at bonus, commission and non-consolidated payments made to eligible colleagues. The Mean Bonus calculation compares the difference between average of all bonuses paid to each gender.

The MEDIAN BONUS Gender Pay Gap

This calculation looks at bonus, commission and non-consolidated payments made to eligible colleagues. The Median average is determined for each gender by sorting eligible payments (Low-High) and comparing the mid-point amount for each gender.

The Proportion of Men and Women that Received Bonuses

This calculation shows the proportion of male and female colleagues that were paid any amount of bonus pay.

The Proportion of Men and Women in Quartile Bands

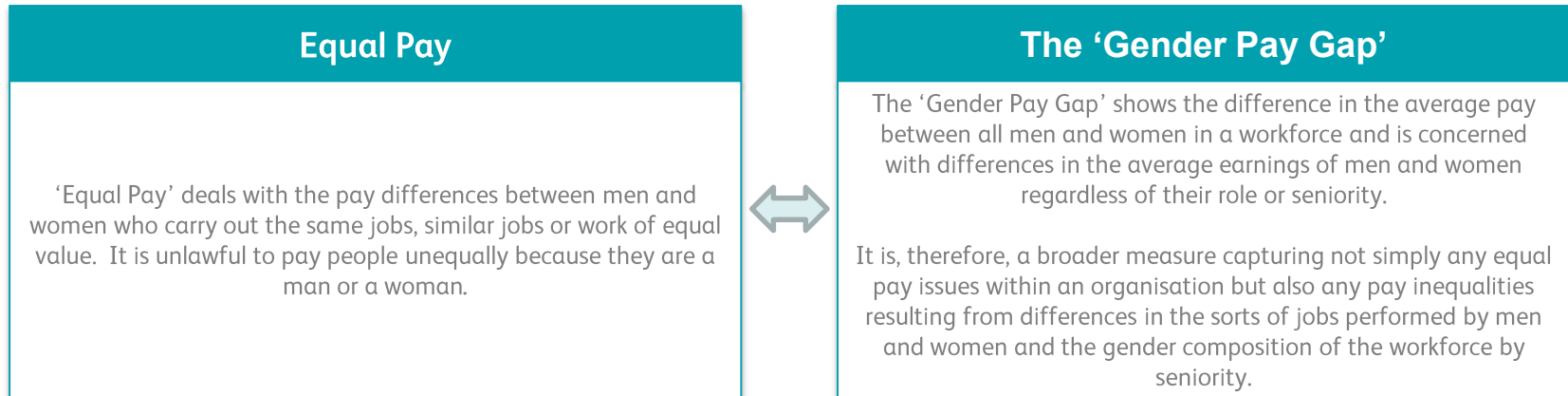
This calculation requires employers to show the proportions of male and female colleagues in four quartile bands of equal size to show the number of male/female colleagues at each pay grouping in the organisation.

A written statement confirming accuracy with the option to include an accompanying narrative

How does this differ to Equal Pay Monitoring?

What is the difference between 'Gender Pay Reporting' and 'Equal Pay Reporting'?

'Gender Pay Gap' and 'Equal Pay' are often confused. The difference is explained by ACAS as being;



Paying men and women differently for the same or equivalent work has been unlawful for decades. Although it does still happen in some organisations, 'equal pay' is not considered a major factor in explaining a gender pay gap. An employer that has completely eliminated unequal pay may still have a wide gender pay gap. For example, an organisation with a higher proportion of men in senior roles and women in junior roles will have a gender pay gap. So too will an organisation with a higher proportion of men than women in better-paid functions such as IT or engineering roles.

ACAS report that women make up three-quarters of the part-time workforce, whose hourly pay rates tend to be significantly lower than those of full-time workers. In addition, women are much more likely to take time out of the labour market for family reasons, slowing the pace at which they typically progress to more senior and better-paid roles – this will also contribute to the gender pay gap.

Publishing Gender Pay Gap Report Data

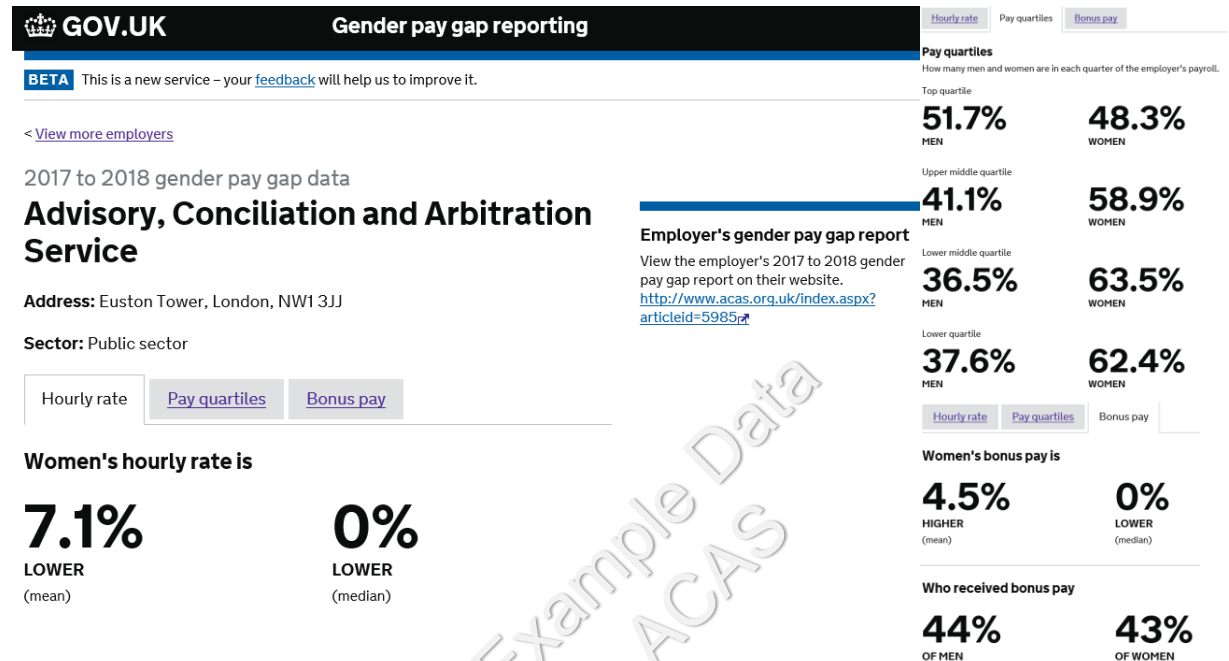
How and where will we publish our Gender Pay Gap Report?

Gender Pay Reports must be published on both the employer's website and on the designated government website at www.gov.uk/genderpaygap by the 4th April 2018.

The regulations require that the report must remain on the employers website and available to the public for at least three years.

The six calculations will also be uploaded to the GOV.UK website and will appear in a publicly available league table. An example data set for ACAS is provided to the right to show the format of the mandatory reporting requirements.

There isn't currently a legal obligation for us to publish any form of commentary or narrative to accompany the Gender Pay data however it is recommended by ACAS, CIPD and XpertHR that employers do so in the interests of good practice.



Riverside Gender Pay Data for 2017

Our **MEAN** Gender Pay Gap is...

8.1%

At our snapshot date of 5th April 2017 the mean average hourly pay to male and female colleagues was:

Average hourly pay for **male** colleagues was **£14.35**
(based on 892 people)

Average hourly pay for **female** colleagues was **£13.18**
(based on 1,609 people)

The Mean Gender Pay Gap is calculated to be 8.14%. The mean average involves adding up all of the hourly salaries for each gender and dividing by the total number of employees of that gender. The gender pay gap is the % difference between male and female colleagues.

When considering our Mean Gender Pay Gap of 8.10% against other housing associations, Riverside generally falls at the mid-point (with Flagship Housing reporting the highest at 25.6% and St Mungo Community Housing reporting 1.1%). When compared against the CIPD Mean GPG of 14.4% as a benchmark Riverside's result is significantly better.

Our **MEDIAN** Gender Pay Gap is...

6.0%

At our snapshot date of 5th April 2017 the median average hourly pay to male and female colleagues was:

Average hourly pay for **male** colleagues was **£12.08**
(Employee 446 of 892 in a sorted list of male colleagues' pay)

Average hourly pay for **female** colleagues was **£11.35**
(Employee 804 of 1,609 people in a sorted list of female colleagues' pay)

The Median Gender Pay Gap is calculated to be 6.0%. The Median average involves listing all hourly rates of pay in numerical order for each Gender and comparing the middle rate of pay for each of the sorted gender lists.

When considering the Median Gender Pay Gap against comparable organisations, again Riverside fall at the midpoint of other housing associations. Flagship Housing reported the highest Median GPG at 18.3%, and two associations reported 0.0%. When compared against CIPD data as a benchmark, Riverside's Median GPG of 6.0% is again better than the result for CIPD of 10.8%

Riverside Gender Pay Data for 2017

Our **MEAN BONUS** GPG is...

9.79%

The Mean Bonus Gender Pay Gap considers the average bonus payment made to 'eligible' employees in the 12 month period leading to the snapshot date of 5th April 2017.

'Bonus pay' includes any profit sharing, productivity, performance, incentive, performance or commission payments (including non-consolidated bonuses which are paid to eligible employees).

To determine the Mean Bonus GPG, all bonuses received in the period are added together and divided by the headcount for 'eligible' employees to determine the average payment for that gender.

Our **MEAN BONUS** pay for **male** employees is
£152.87
(based on 678 eligible employees)

Our **MEAN BONUS** pay for **female** employees is
£137.91
(based on 1,204 eligible employees)

Our **MEDIAN BONUS** GPG is...

0.0%

The Median Bonus GPG considers the bonus payments received by eligible employees and sorts payments made by gender and value (highest to lowest for each gender).

The Median Bonus Gap considers the difference between middle point bonus payment for each gender.

MEDIAN BONUS pay for **male** employees was
£150.00
(based on mid-point bonus of 678 eligible employees)

MEDIAN BONUS pay for **female** colleagues was
£150.00
(based on mid-point bonus of 1,204 eligible employees)

The majority of bonus payments made in the 12 months' leading to 5th April 2017 related to a non-consolidated lump-sum payment of £150 paid to all eligible employees.

The **Proportion of Men and Women** Receiving a Bonus is...

76.0% (Men)

74.8% (Women)

This calculation considers any variance that may exist in determining the eligibility to receive a bonus payment between male and female employees.

The figure provided for each gender considers to number of employees that 'received' a bonus, against the total headcount for that gender.

The Proportion of **male** employees that received a bonus payment was **76.0%**
(based on 678 employees receiving a payment out of headcount of 892)

The Proportion of **female** employees that received a bonus payment was **74.8%**
(based on 1,204 employees receiving a payment out of headcount of 1,609)

Riverside Gender Pay Gap – Quartile Data:

Provided below is a summary of the quartile representation for gender. The quartile data sorts the average hourly rate of pay in numerical order and bands colleagues into four quartiles.

For an organisation to have truly balanced pay across genders, the proportion of female colleagues within each pay band would be equivalent to the total gender representation for the organisation as a whole in each of the quartile bands

In terms of Riverside’s Gender Pay data, the total representation of female colleagues at the snapshot date was 64.3% across all pay groups.

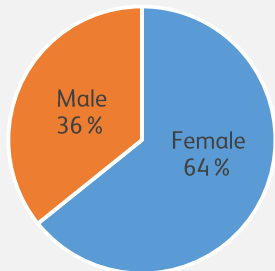
As you will see from the below tables, female representation is highest (and above group average) within the two middle quartiles. As a positive indicator, female representation in the Lower Quartile is below the group average female representation.

Female representation is currently 9.0% below group representation in the Upper Quartile where higher paid roles exist – This is a gap that the Group should seek to reduce.

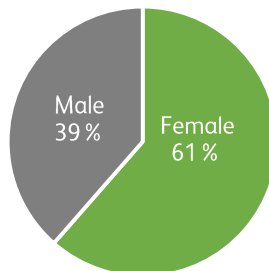
	Female		Male		Total Headcount
Q1 - Lower	61.4%	384	38.6%	241	625
Q2 - Lower Middle	70.6%	441	29.4%	184	625
Q3 - Upper Middle	70.0%	439	30.0%	188	626
Q4 - Upper	55.3%	345	44.7%	279	625
Grand Total	64.3%	1,609	35.7%	892	2,501

Note - Data includes % value and headcount values

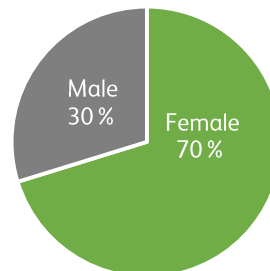
Male / Female Representation



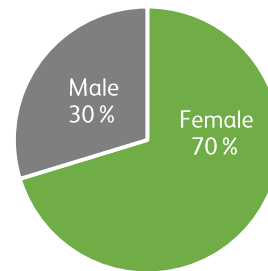
Q1 - Lower Quartile



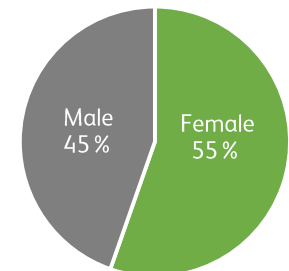
Q2 - Lower Middle



Q3 - Upper Middle



Q4 - Upper Quartile



So what does our Gender Pay Data tell us?

How does our 'Mean' and 'Median' data compare to other organisations and Housing Associations?

The Office for National Statistics (ONS), basing its calculations on data from the Annual Survey of Hours and Earnings, put the overall gender pay gap for all employees in the UK in 2016 at a median of 18.1%. That is to say, women typically earned around one-fifth less than men. There were, however, significant differences within this. Some of the widest pay gaps are to be found in the finance and insurance industry and in education. There are also differences by occupation and age group, with the gender pay gap typically wider for occupations where women are under-represented, such as among chief executives, senior officials and financial analysts.

As at 2 January 2018, 500 employers in the UK had published their Gender Pay Gap results to the GOV.UK website with 9 of these being Housing Associations. The table below shows the 'Mean' and 'Median' Gender Pay Gap results for these early reporting organisation's. As you will see the results vary greatly with a Median GPG at Flagship Housing Group of 18.3% (comparable to national average) down to as low as Southdown Housing Association and St Mungo Community Housing who both report a 0.0% Median GPG.

GPG Data has also been provided for the Chartered Institute of Personnel & Development (CIPD) who are the leading advocate (along with ACAS) on the GPG Regulations and associated guidance. The calculations required to produce meaningful and accurate data are relatively complex, therefore CIPD data has been provided as a reliable baseline benchmark figure.

	Mean GPG	Median GPG
Riverside Housing Group	8.14%	6.00%
Aspire Housing Limited (Newcastle)	8.20 %	12.90 %
Bromford Housing Group	7.10 %	11.40 %
EMH Housing (Coalville)	3.20 %	14.40 %
Flagship Housing Group (Norwich)	25.60 %	18.30 %
New Charter Housing Trust (Tameside)	8.40 %	2.60 %
Orwell Housing Association	18.10 %	14.70 %
South Essex Special Needs Housing	1.60 %	0.30 %
Southdown Housing Association (Lewes)	3.90 %	0.00 %
St Mungo Community Housing	1.10 %	0.00 %
Chartered Institute of Personnel & Development	14.90 %	10.80 %

So what does our Gender Pay Data tell us?

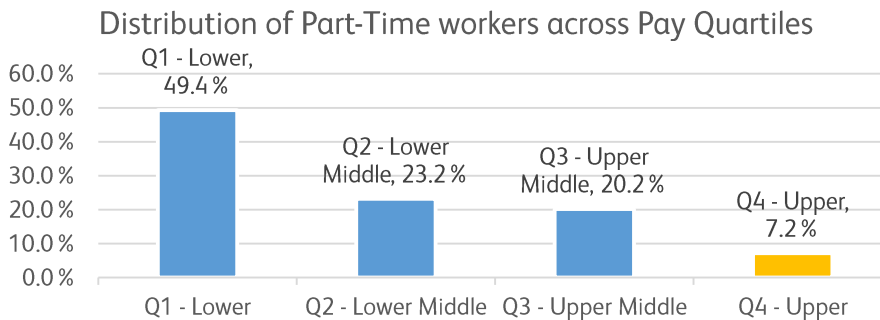
Does Part-Time Working have any effect on our result?

At the snapshot date of 5th April 2017, 21.6% of our colleagues worked less than 30 hours per week (539 of 2,501). Of these part-time workers 81% (434) were Female and 19% (105) Male. Our female representation of part-time workers is therefore consistent with national averages as advised by ACAS who further warn that the resulting effect is that female average pay is therefore lower as a result.

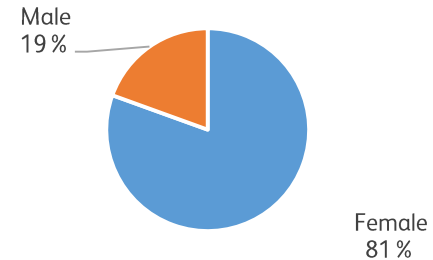
At the snapshot date, 27% (434 of 1,609) of Female colleagues worked less than 30 hours per week. In comparison, just 12% (105 / 892) of male colleagues work less than 30 hours a week.

One key question for Riverside is, how does our part-time worker distribution correlate to our Quartile Pay Groupings?

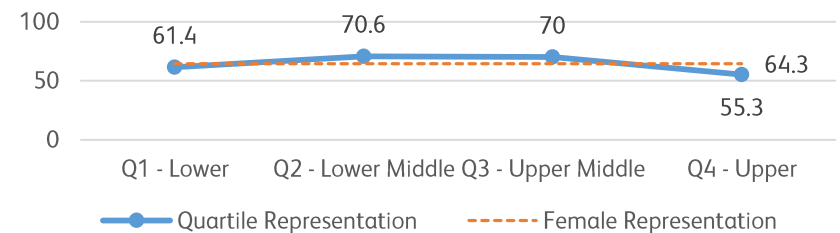
As we looked at earlier, female representation for all colleagues in the group is 64.3% and we would ideally expect this to be reflected in all pay bands. However, our pay data for 2017, shows that our Female Representation in the upper quartile is currently 55.3% (9.0% below group representation).



Distribution of Part-Time Workers by Gender



Female representation across Quartile Pay Groups



When we consider our female part-time representation against our Pay Quartile Data, this does go some way to explain why our Female representation within the Upper Quartile (55%) is significantly below group representation of (64.3%).

As the chart of the left shows, the distribution of Part-Time Workers (All genders) shows a significant downturn through the pay-quartiles, with almost 50% of Part-Time workers within the Lower Pay Quartile (based on Hourly Rate) and just 7.2% of all part-time workers being in the Upper Quartile

So what does our Gender Pay Data tell us?

Our final thoughts...

It has been recognised by the Government Equalities Office and ACAS that many organisations will show a Gender Pay Gap in year one of reporting. Although Riverside does have a Gender Pay Gap, it is reassuring to see that our Mean and Median average hourly pay are relatively comparable, and in many cases better, to similar organisations within our sector. However, rather than resting on our laurels, we will use our current position as a good starting point to further reduce this pay gap and over the next year we will consider opportunities to minimise this gap and promote opportunities for further progression for female colleagues within our organisation.

The Riverside Group recognises the cost of living, and we are proud to say that we voluntarily pay eligible employees within our organisation the '**Real Living Wage**'. The 'Real Living Wage' is calculated by the Living Wage Foundation according to what employees and their families need to live and enhances the 'national living wage' which was introduced by the government in April 2016 to staff over 25 years of age.

Our voluntary payment of the 'Real Living Wage' goes some way to address lower paid salaries for colleagues across the organisation (many of whom are on part-time or 'as-and-when' contracts).

In addition to this, during 2013/14 Riverside completed a **Pay Review** within our organisation to address any imbalances that may have existed and to proactively address any 'Equal Pay' anomalies which may have previously existed. Our organisation now routinely completes Job Evaluation processes and pay reviews for any new or developed roles within our organisation.