Gender Pay Gap Report

Snapshot date - 5th April 2018

We are Building. We are Connecting. We are Renewing. We are Riverside.

Riverside

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 earnings compared to average male earnings.

We collected the data to inform our Gender Pay Gap Report based on a 'snapshot date' of 5th April 2018. This data will inform our 2019 submission which will be reported to the Government Equalities Office (GEO) by the 4th April 2019.

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.

Although more recently organisations, such as the National Housing Federation, are looking at voluntarily publishing their data to understand their position and any affirmative action required.

Background to Gender Pay Reporting

Why do we need to complete a Gender Pay Report?

All eligible organisation's are required to publish their second Gender Pay Reports by 4th April 2019. This data is based on the snapshot date of 5th April 2018, and for some of the reported elements (notably Bonus Pay data) will use pay data in the 12 month period leading to 5th April 2018.

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).

Employer's are also required to provide a written statement and or 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.

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

Riverside Gender Pay Data for 2018

Our MEAN Gender Pay Gap is…

7.1%

At our snapshot date of 5th April 2018 the mean average hourly pay to male and female colleagues was:

Average hourly pay for **male** colleagues was **£14.83** (based on 863 people)

Average hourly pay for **female** colleagues was **£13.77** (based on 1,524 people)

The Mean Gender Pay Gap is calculated to be 7.1%. 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.

Our MEDIAN Gender Pay Gap is…

-0.3%

At our snapshot date of 5th April 2018 the median average hourly pay to male and female colleagues was:

Average hourly pay for **male** colleagues was **£11.47** (Employee 430 of 863 in a sorted list of male colleagues' pay)

Average hourly pay for **female** colleagues was **£11.50** (Employee 759 of 1,524 people in a sorted list of female colleagues' pay)

The Median Gender Pay Gap is calculated to be -0.3%. 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.

Riverside Gender Pay Data for 2018

Our MEAN BONUS GPG is…

9.7%

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 2018.

To determine the Mean Bonus, all bonuses received are added together and divided by the relevant gender headcount for 'eligible' employees.

Our MEAN BONUS pay for **male** employees is **£155.54**
(based on 653 eligible employees)

Our MEAN BONUS pay for **female** employees is **£140.45**
(based on 1,181 eligible employees)

'Bonus pay' includes any profit sharing, productivity, performance, incentive, performance or commission payments (including non-consolidated bonuses which are paid to 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 653 eligible employees)

MEDIAN BONUS pay for **female** colleagues was **£150.00**
(based on mid-point bonus of 1,181 eligible employees)

The majority of bonus payments made in the 12 months' leading to 5th April 2018 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…

75.6% (Men)

77.5% (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 the 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 **75.6%**
(based on 653 employees receiving a payment out of headcount of 863)

The Proportion of **female** employees that received a bonus payment was **77.5%**
(based on 1181 employees receiving a payment out of headcount of 1,524)

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 equal to male counterparts or at least equivalent to the total gender representation for the organisation as a whole.

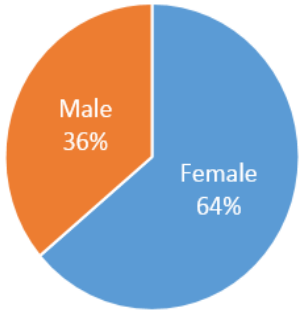
In terms of Riverside's Gender Pay data, the total representation of female colleagues at the snapshot date was 63.9% across all pay groups, which is common within the sectors we operate.

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, which has reduced by 2%..

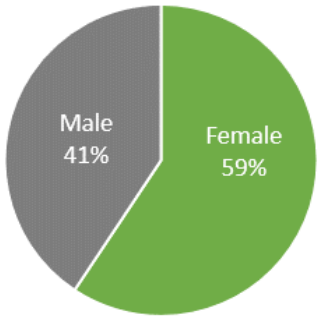
More generally, female representation has grown on average by 4% in the upper quartiles, with the upper mid seeing a growth of 6% alone. This was an area the group were asked to consider in previous reporting.

	Female		Male		Total Headcount
Q1 - Lower	59.3%	353	40.7%	242	595
Q2 - Lower Middle	67.2%	400	32.8%	195	595
Q3 - Upper Middle	75.8%	451	24.2%	144	595
Q4 - Upper	53.0%	320	47.0%	282	602
Grand Total	63.9%	1,524	36.1%	863	2387

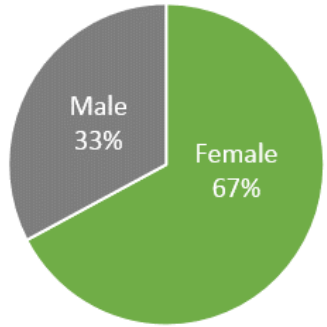
Total Male / Female Representation



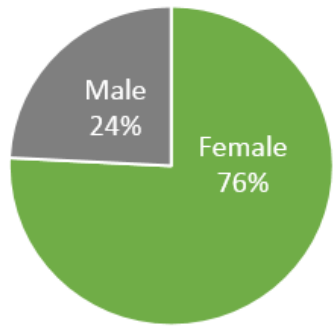
Q1 - Lower Quartile



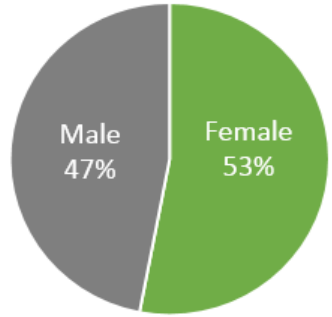
Q2 - Lower Middle



Q3 - Upper Middle



Q4 - Upper Quartile



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