

# Gender Pay Gap Report 2018

At Riverside, we are committed to supporting and promoting equality, diversity and inclusion. We care passionately about our people and creating an environment where colleagues can realise their potential regardless of their gender or any other characteristic. Our ambition is that our diversity reflects the customers and neighbourhoods we serve.

Our Ways of Working and pay structures ensure colleagues are paid equally for the work they do. However we are conscious the sector has a higher proportion of females so it's important our strategies and practices promote the movement and proportionate representation of our workforce, while addressing any horizontal gender imbalance.

## What does our Gender Pay data tell us?

Our Gender Pay Gap is 7.1% (mean) and shows a median rate of -0.3%. This is significantly better than our 2017 snapshot data, the industry average rate of 17.9%\* and many organisations within the housing and care sector, highlighting the progress we have made to reduce disparity.

GAP	Mean	Median
Pay £	7.1%	-0.3%
Bonus	9.7%	0%

Make-up of workforce (863 male (36%) and 1,524 females (64%))



## Pay quartiles

### How are we doing?

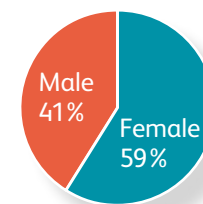
We have made many improvements and can be proud of the progress we have made, including:

- the promotion and attraction of females (4%) in upper quartile positions, where higher paid roles exist
- fewer (5%) females occupying the lower quartile positions
- increased male representation (7%)
- the increased take up of flexible working by males (2%)
- with a median bonus gap of 0% we know we are rewarding colleagues eligible for a bonus fairly.

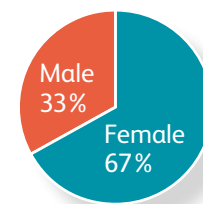
We are confident that our Gender Pay Gap is not a pay issue but more closely aligned to the high proportion of females across our workforce and the gender representation of our part time workers (79% female/21% male).

\* All employees (full and part-time)

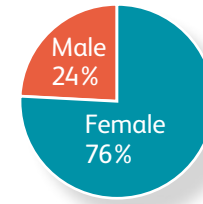
Q1 - Lower quartile



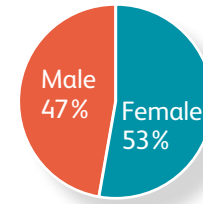
Q2 - Lower middle



Q3 - Upper middle



Q4 - Upper quartile



## How we will continue to make a difference

We recognise we do have a Gender Pay Gap and there is more we can do to make sure our colleagues are able to realise their full potential.



### Attracting, promoting and retaining talent

We will continue to develop our talent acquisition strategies for attracting and promoting careers for all genders, with a particular focus on national as well as customer representation and reducing any impacts of occupational segregation.



### Our Riverside Deal (the benefits and rewards we offer)

We will explore our gender pay gap results across all areas of our business in relation to areas such as reward and benefits packages, flexible working, recruitment and progression. Making sure we develop and promote the rewards and benefits we offer consistently and fairly.



### Increasing inclusivity and leading the way

We will equip and educate our managers through our leadership development programme; as well as the consistent application and embedding of our values, practices and policies so that we can continue to foster our inclusive ways of working.

*Carol Matthews*

Carol Matthews  
Chief Executive

*Maxine Cousens*

Maxine Cousens  
People and Culture Director