

Gender Pay Gap Report 2019

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 communities 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 8.2% (mean) and shows a median rate of 0%. This is broadly similar to our 2018 snapshot data and is significantly better than 2017. The industry average rate is 17.9%* and many organisations within the housing and care sector have more of a gender pay gap, highlighting the progress we have made to reduce disparity.

GAP	Mean	Median
Pay £	8.2%	0%
Bonus	23.4%	18.6%

Make-up of workforce (870 male (36%) and 1541 females (64%))



Pay quartiles

How are we doing?

We continue to make improvements and are proud of the progress we have made, including:

- Our median hourly rate of pay is comparable for both female and male colleagues.
- We have fewer females on average occupying the lower quartile roles.
- Flexible working across genders is comparable with industry standard.

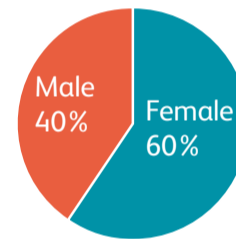
We will continue to focus on improving:

- The representation of females in upper quartile positions.
- Any barriers to attracting males within the industry.
- Promotion of flexible working practices for all.

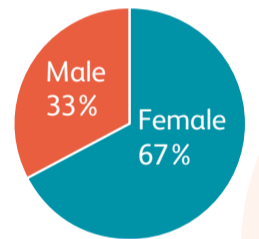
We are confident that our gender pay gap is not a pay issue and is more closely aligned to the high proportion of females across our workforce and the gender representation of our part-time workers (79% female/ 21% male).

*All employees (full and part-time)

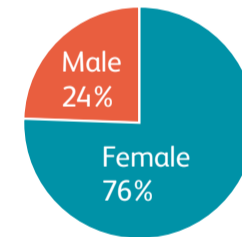
Q1 - Lower quartile



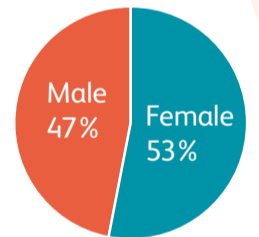
Q2 - Lower middle



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.



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, so that we can continue to foster our inclusive ways of working. We will also look to ensure our colleagues have equal access to development opportunities.

Carol Matthews

Carol Matthews
Chief Executive

Maxine Cousens

Maxine Cousens
People and Culture Director

