

# Evolve Facility Services Ltd Gender Pay Gap Report 2018/19

Evolve, as part of 'The Riverside Group', 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.

Evolve strive to achieve customer excellence by providing an effective and efficient maintenance and repairs service to all Riverside customers, no matter where they live and our ambition is that Evolve colleagues will truly reflect our customers and the communities we serve.

Our Ways of Working and pay structures ensure all of our colleagues are paid equally for the work they do. However we are conscious that we operate in a male dominated industry and it is vital that our strategies and practices positively encourage females to enter the workplace and that once engaged, we positively promote equality of opportunity and development to all of our colleagues irrespective of gender.

## What does our Gender Pay data tell us?

Our Gender Pay Gap is 7.5% (mean) and shows a median rate of 16.6%. This is a significant improvement on our 2018 snapshot data of 13.4% (mean) and median of 19.1%. This is due to further progress being made to reduce disparity between colleagues and also the inclusion of employees working in Riverside Direct from 30 July 2018 (contract start date).

Our mean Gender Pay Gap bonus of 55% has slightly improved from 2018 snapshot data of 57.5%. Our median bonus Gender Pay Gap has significantly changed from 0% to -37.9% owing to only a small number of female employees receiving a bonus (7) when compared to male (141) and the different nature of bonuses paid in the period.

GAP	Mean	Median
Pay £	7.5%	16.6%
Bonus	55.0%	-37.9%

**Make-up of workforce** (453 male (84.5%) and 83 females (15.5%))



## Proportion of Men and Women that received bonus

The proportion of male and females receiving a bonus payment has reduced significantly from 2018 (83% and 72% respectively). This is due to the 'one off annual bonus payment' not being paid this year. In terms of the disparity between male and females in 2019, a greater proportion of males were in receipt of a bonus owing to productivity bonuses that apply to front line trade roles which are occupied by more males and females.

**2019 Proportion of Men (31.1%) and Women (8.4%)**



## Pay quartiles

### How are we doing?

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

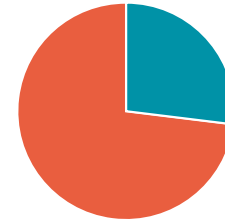
- Increasing our overall proportion of females in the workplace from 10% (2017) to 12% (2018) to 15% in 2019.
- Significantly increasing our representation of females in upper quartile positions this year from 4% (2018) to 13% (2019)
- Our commitment to the group's 'Our Riverside' family friendly offering which is supporting recruitment and retention of female colleagues in the business.

We will continue to focus on improving:

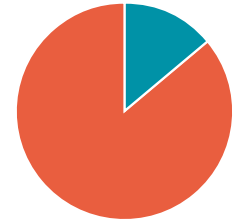
- The representation of females in upper quartile positions.
- Attracting females to front line trade roles within the business that are traditionally occupied by more males both within the industry and within Evolve.
- Any barriers to attracting females within the industry.

We are confident that our Gender Pay Gap is not a pay issue and is more closely aligned to the high proportion of males across our workforce (85% male / 15% female).

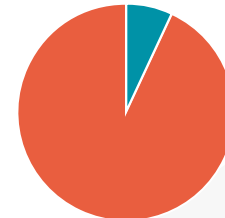
Q1 - Lower quartile  
Male 73% Female 27%



Q2 - Lower middle  
Male 86% Female 14%



Q3 - Upper middle  
Male 93% Female 7%



Q4 - Upper quartile  
Male 87% Female 13%



## 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.



### 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, 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 employees and managers through various methods including training and development; 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.

Neil O'Halloran  
Director

