

Ethnicity Pay Gap Report 2020

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 ethnicity 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 that at some levels of our business we are under represented by some minority groups and are not as diverse as we would like to be. It's important our strategies and practices promote the movement and proportionate representation of all groups in our workforce, while addressing any ethnicity imbalance.

What does our Ethnicity Pay data tell us?

Our ethnicity pay gap is 18% (mean) and shows a median gap of 14%. This means that the average pay of all staff who identify as Black, Asian or Minority Ethnic (BAME) is lower than those who identify as White. This is the second year that we have measured our ethnicity pay gap and when looking at equivalent 2019 data the gap increased. Ethnicity pay reporting is in its infancy with few organisations reporting at present. Few of these are in housing so it is difficult to compare to an industry average.

GAP	Mean	Median
Pay £	18%	14%
Bonus	100%	100%

Make-up of workforce (1880 white (83%) and 380 BAME (17%)*



*Based on employees who disclosed their ethnicity for the period, 91%.

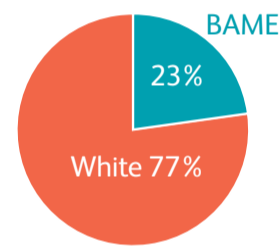
Pay quartiles

How are we doing?

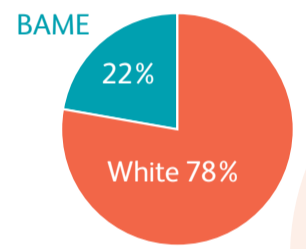
We are committed to reducing our ethnicity pay imbalance and this data gives us a baseline from which we are committed to making improvements.

- We have a good representation of BAME colleagues at 17%, which has increased from 2019 when it was 15%.
- All colleagues are paid the same for the same work undertaken. Our ethnicity pay gap in the main is driven by:
 - An over- representation in our lower quartiles and an under-represented within our upper quartiles, particularly within our senior level roles.
 - Although our BAME representation has increased, this has mainly been within our Care & Support business within our lower quartile roles.
 - The acquisition of services where representation has in the main been BAME colleagues in lower quartile roles has contributed to the increase in gap from 2019.
 - An under-representation of BAME colleagues within our support functions which are in the main based in the North West.

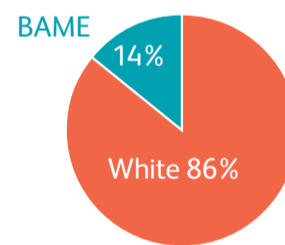
Q1 - Lower quartile



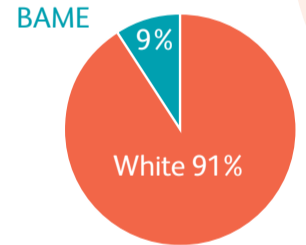
Q2 - Lower middle



Q3 - Upper middle



Q4 - Upper quartile



How will we begin to close our ethnicity pay gap

At Riverside our vision is to create **the place to be...** where a diverse group of talented people choose to join, stay and recommend us. We are passionate about ensuring our people reflect the communities we serve. We are determined to create an environment where all our colleagues feel that they can grow and develop, however we have a particular need to support our BAME colleagues present and future.

We commenced our commitment in closing our ethnicity pay gap in the summer of 2019, when we commissioned a report to identify barriers to progression for BAME colleagues. The research gave us a clear direction from which we have developed a BAME action plan, with three key priority areas.

Increasing awareness and championing inclusion

By working in partnership with our colleague group Origin, undertaking regular colleague voice surveys and reviewing our people data, we will continue to listen, understand and champion inclusion. We are taking the right action to address inequality and ensuring that our policies, processes and ways of working support our vision. We have launched a Dignity at Work Policy, including Hate Crime and a campaign and confidential mechanism for colleagues to call out discrimination.

Attracting and promoting BAME talent

We have developed a BAME Talent Acquisition Strategy that aims to address an under-representation within senior level roles. As part of this strategy we are taking positive action and have introduced a BAME Guaranteed Interview Scheme by offering BAME applicants an interview for any role at manager level or above if they meet the minimum criteria for that role. We are partnering with a BAME specialist recruitment agency to support us in sourcing BAME talent and are creating a talent pool for future roles.

Supporting our colleagues with their learning and progression

We are supporting the learning of our leaders and colleagues, through enhancing their awareness of dignity at work and hate crime. Improving access to professional development through apprenticeships and a BAME specific graduate programme, as well as increasing the frequency of our mandatory equality learning. We are supporting our BAME colleagues with skills burst sessions to improve confidence and capability and are providing mentoring opportunities and a reverse mentoring programme for our senior leaders.

Carol Matthews

Carol Matthews
Chief Executive

Maxine Cousens

Maxine Cousens
People and Culture Director

