

Evolve Facility Services Ltd Gender Pay Gap Report 2019/20

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 9.9% (mean) and shows a median rate of 18.3%. This is a slight increase when compared to our 2018/19 snapshot data of 7.5% (mean) and median of 16.6%. There are no significant indicators to identify why there has been a slight increase in our mean and median GPG. The change is considered to be owing to natural fluctuations as a result of new appointments to roles whether this be as a result of career progression/natural wastage or a first time appointment to a newly created role.

Our mean Gender Pay Gap bonus of 75.7% has increased from 2018/19 snapshot data of 55.3%. Our median bonus Gender Pay Gap in 2019/20 has changed from -37.9% to 0%. Only a small number of female employees received a bonus (25) when compared to male (222) due to the different nature of bonuses paid in the period.

GAP	Mean	Median
Pay £	9.9%	18.3%
Bonus	75.7%	0%

Make-up of workforce (511 male (84.6%) and 93 females (15.4%))



Proportion of Men and Women that received bonus

The proportion of male and females receiving a bonus payment in 2019/20 was 43% and 27% respectively. This has increased from 2018/19 (31% and 8% respectively). This increase is due to a bonus payment being made to all colleagues in the business whose salary was less than £30k to recognise their co-operation and support when switching from weekly pay to monthly pay. 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 than females.

2019/20 Proportion of Men (43.4%) and Women (26.9%)



Pay quartiles

How are we doing?

We are proud of the progress we have made, this includes:

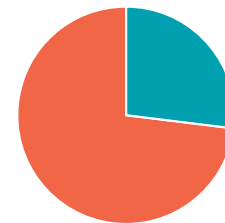
- Increasing our overall proportion of females in the workplace from 10% (2017), 12% (2018), 15% (2019) and maintaining this in 2020 (15%).
- Significantly increasing our representation of females in upper quartile positions from 3% (2017) 4% (2018), 13% (2019) and a slight reduction in 2020 (11%).
- Our commitment to the group's 'Our Riverside Deal' family friendly offering which is supporting recruitment and retention of female colleagues in the business.

We will continue to focus on improving:

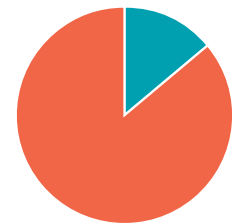
- The representation of females in upper quartile positions.
- Attracting females to front line trade roles within the business that are traditionally occupied by more males both within the industry and within Evolve.
- Any barriers to attracting females within the industry.

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).

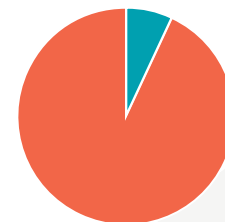
Q1 - Lower quartile
Male 71% Female 29%



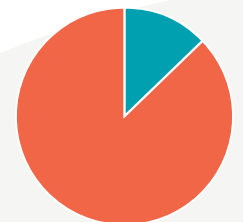
Q2 - Lower middle
Male 83% Female 17%



Q3 - Upper middle
Male 96% Female 4%



Q4 - Upper quartile
Male 89% Female 11%



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