

# Gender Pay Gap Report 2021

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 and our organisation have a higher proportion of females so it's important that 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 mean gender pay gap is 12.2% and shows a median rate of 7.2%. This has increased from our 2020 snapshot data.

The increase in our gender pay gap is driven by an increase in female care workers within our Care & Support business in our lower quartile roles. For the rest of our organisation our gender pay gap has either improved or remained static when compared to 2020.

Our mean bonus is 4.2% and median 0%. The gap has reduced significantly from 2020

GAP	Mean	Median
Pay £	12.2%	7.2%
Bonus	4.2%	0%

The make-up of our workforce is 948 male (35.5%) and 1,725 females (64.5%).



## Pay quartiles

### How are we doing?

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

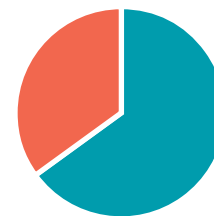
- We have slightly more females occupying lower quartile roles when compared to 2020 as we have recruited more females within our Care & Support sector. However, we are representative of our organisation gender split.
- Females are over-represented in our middle quartiles and have remained broadly static when compared to 2020.
- Females occupying our upper quartile roles has reduced by 2 ppt.
- We have a larger proportion of part time female employees when compared to males.

We will continue to focus on improving:

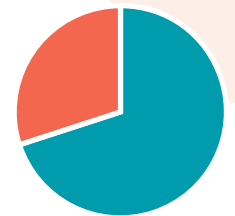
- the representation of females in upper quartile positions and any barriers to progression
- any barriers to attracting males within the industry
- promotion of flexible working practices, development opportunities and vacancies for all.

Our gender pay gap is not as a result of different rates of pay, but a high proportion of females across our workforce and an under-representation within our upper quartile roles.

Q1 - Lower quartile  
Male 35% Female 65%



Q2 - Lower middle  
Male 30% Female 70%



Q3 - Upper middle  
Male 32% Female 68%



Q4 - Upper quartile  
Male 45% Female 55%



## 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 local representation. We advertise all of our roles internally and have most recently launched a recruiting to potential pilot and a graduate programme with 60% of our graduates being female.



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

We continue to explore and understand our gender pay gap results in relation to areas such as reward and benefits packages, flexible working, recruitment, and progression. We have recently moved to Smart Working for a large proportion of our colleagues. We continue to ensure that we develop and promote the rewards and benefits we offer consistently and fairly.



### Increasing inclusivity and leading the way

We continue to celebrate our female role models. We have launched an apprenticeship strategy and career maps for our colleagues to support their progression. We have promoted new opportunities for leadership and management apprenticeships to create a pipeline of future leaders. We will soon join forces with one of our subsidiaries to establish a new employee group to further support female confidence and progression. We will continue to promote fairly any opportunities to develop and progress.