

Ethnicity Pay Gap Report 2022

At Riverside, we are committed to supporting and promoting equality, diversity, and inclusion. We care passionately about our people and creating an environment where all colleagues can realise their potential. 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 that at some levels of our business we are underrepresented 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 analysis tell us?

Our ethnicity pay gap is 17.3% (mean) and shows a median gap of 11.5%.

This means that the average pay of all employees who come from an ethnic minority background is lower than those who identify as white. Both our mean and median gaps have decreased from our 2021 snapshot data of 17.5% and 14% respectively.

Our mean bonus is 2.3%, which has also reduced significantly from 2021 at 10.5% and a median 0%.

GAP	Mean	Median
Pay £	17.3%	11.5%
Bonus	2.3%	0%

The make-up of our workforce is 1,911 white (79.4%) and 497 from an ethnic minority background (20.6%)



Pay quartiles

How are we doing?

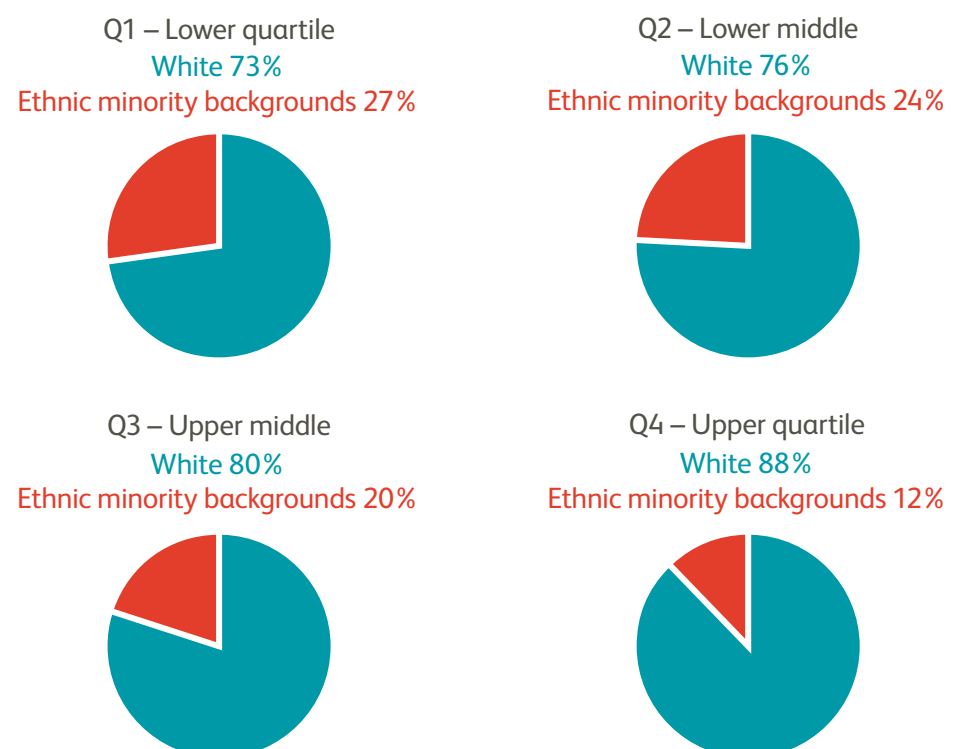
Our ethnicity pay gap is not because of different rates of pay, but a high proportion of colleagues from an ethnic minority background in our lower quartile roles in Care & Support and a comparative under representation within our upper quartile roles.

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

- We have a good representation of colleagues from an ethnic minority background (20.6%), an increase in ethnic minority representation of just over 1%, when compared to 2021.
- Representation has increased in all our top three quartiles, with the lower quartile remaining static which is driving the improvement in our pay gap.
- There has been an increase in our upper middle (3%) and upper quartiles (0.8%) where we have been targeting progression through our ethnic minorities Action Plan and Talent Acquisition Strategy.

Over the next 12 months, we will continue to focus on:

- Reducing our ethnicity pay imbalance by ensuring that we are representative of our workforce across all quartiles with a particular focus on upper quartile roles.
- While there is still much for us to do in this area, we are pleased to see we are making progress against last year's figures.



How will we continue to make a difference?

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 know we have a particular need to support colleagues from an ethnic minority background, 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 colleagues from an ethnic minority background. The research gave us a clear direction from which we have developed our Action Plan, which has helped us reduce the gap year on year since then.

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.



Growing and retaining talent

We will continue to focus on our ongoing activities to improve opportunities for colleagues from ethnic minority backgrounds to secure more senior positions, through mentoring and recruitment practices. We'll continue our involvement with the Housing Diversity Network's mentoring programme and the GEM graduate programme, to turn participants into future housing sector leaders. We're also participating in the Greater Manchester Housing Provider's 'Championing Change for BAME Leadership' programme.



Increasing inclusivity and building awareness

We will continue to offer further assisted career progression by participating in our reverse mentoring programme, along with the other colleague networks, which matches junior colleagues with a leadership mentee. Colleagues share their life experiences and any barriers they have faced in career progression due to their ethnicity with their senior leader mentee, giving them valuable insight to enable them to influence real change within the organisation.



Attracting Talent and Improving Representation

Our guaranteed interview scheme for job applicants from an ethnic minority background will continue to help to address an under representation within our senior level roles. We will offer job applicants a guaranteed interview for any manager and above level role and/or any role with a salary of £35,000 and above, if they meet the minimum criteria for that role. We hope this positive action will contribute towards narrowing our ethnicity pay gap.