

Gender 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 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 that both 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 11.6% and shows a median rate of 4.4%. Both these figures have decreased from our 2021 snapshot data of 12.2% and 7.2% respectively.

Our mean bonus gap is 5.4% and median 0%. The bonus gap has increased slightly from 2021.

Females occupying our upper and upper middle quartile roles has reduced slightly from 2021.

GAP	Mean	Median
Pay £	11.6%	4.4%
Bonus	5.4%	0%

The make-up of our workforce is 1,685 female (63.7%) and 961 male (36.3%)



Pay quartiles

How are we doing?

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

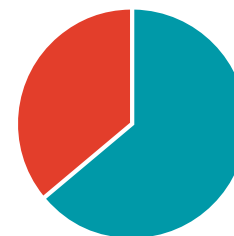
- Our female representation is typical of our industry and has remained broadly static since reporting began in 2017.
- Our female representation has reduced by 1% compared to 2021.
- The number of females in our Upper Middle quartile has risen.
- We have a larger proportion of part-time female employees when compared to males.

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

- improving the representation of females in upper quartile positions and removing any barriers to progression that we will drive through our colleague groups, EDI Action Plan and People Strategy.
- promotion of flexible working practices, as well as development opportunities and vacancies for all.
- removing any barriers to attracting males within the industry.

Our gender pay gap is not because of different rates of pay, but a high proportion of females across our workforce in lower quartile roles in Care & Support and an under-representation within our upper quartile.

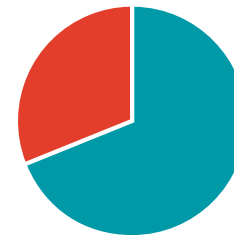
Q1 - Lower quartile
Female 64% Male 36%



Q2 - Lower middle
Female 67% Male 33%



Q3 - Upper middle
Female 69% Male 31%



Q4 - Upper quartile
Female 54% Male 46%



How will we 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 this year 67% of our graduate programme cohort were 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 have recently merged with One Housing Group and have been able to open their Wish (Women in Social Housing) group to our own colleagues, to further support female confidence and progression. We will continue to promote fairly any opportunities to develop and progress.

