

Evolve Facility Services Ltd – Gender Pay Gap Report 2023

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 9.2% (mean) and 15.6% (median). This is a positive decrease when compared to our 2022 snapshot data of 10.4% (mean) and 19.3% (median). Evolve have continued to focus on positively promoting the career journeys of our females both on the frontline and in senior roles on our internal and external communications channels breaking down stereotypes/barriers and raising our profile.

We have introduced a new recruitment, selection and onboarding process to enhance colleague experience and support retention whilst also providing colleagues with improved personal development opportunities by way of available leadership/management courses and opportunity to gain nationally recognised qualifications evidencing our commitment to support the careers of our female colleagues.

Colleagues are actively encouraged to attend peer support groups such as Menopause Peer support group and the WiSH (Women in Social Housing) network, all of which support female colleagues in the business. Recognised days to promote womens' health and offer advice and support are highlighted to all colleagues e.g. Breast Cancer Awareness, World Menopause day.

Regular colleague engagement surveys take place to allow us to actively listen and take feedback from all of our colleagues which again allows us to focus on what matters most to our staff, again supporting retention.

Our mean Gender Pay Gap for bonuses is 19.9% which is a significant decrease from 49.7% in 2022. Our median Gender Pay Gap for bonuses is 23.7% which is an increase from 0% in 2022. There were no standard company-wide bonus payments made in 2023 and as such, bonus payments in the main, applied to front line colleagues who qualified for productivity bonuses in line with contractual requirements. The Gender Pay Gap results relating to bonuses therefore directly reflect the fact that there is a higher proportion of males occupying frontline Trade roles.

GAP	Mean	Median
Pay £	9.2%	15.6%
Bonus	19.9%	23.7%

The make-up of our workforce is 591 males (85%) and 105 females (15%).



Pay quartiles

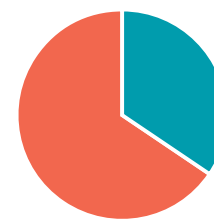
How are we doing?

We are proud of the work completed to date and maintaining positive results; this includes:

- The percentage of females in our Upper Middle quartile has risen from 4% to 6%. There is however a slight decrease (1%) in upper quartile positions to 9%, compared to 10% in 2022.
- Our female representation percentage has reduced slightly by 1% to 15% compared to 2022 (10% in 2017, 12% in 2018, 15% in 2019 & 2020, 16% in 2021 & 2022).
- Our commitment to the group's 'Our Riverside' family friendly offering as well as our new improved onboarding process which is supporting recruitment and retention of female colleagues in the business.
- Focusing our internal and external communications on the many success stories of females in our business to attract more females to the business and to promote equality of opportunity. We promote our female colleagues in company literature and promotional material wherever possible including in our information to our diverse customer base.
- The percentage of females in the Evolve Senior Management Team increased to 36% in 2023 (28% in 2022)
- 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 and encouraging female trade apprentices.

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).

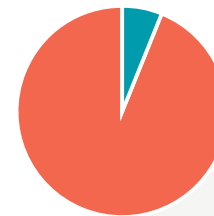
Q1 - Lower quartile
Male 66% Female 34%



Q2 - Lower middle
Male 90% Female 10%



Q3 - Upper middle
Male 94% Female 6%



Q4 - Upper quartile
Male 91% Female 9%



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

