

Ethnicity Pay Gap Report 2023

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 protected 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.

Employers with over 250 employees are required by UK law to publish their gender pay gap annually, based on their payroll on a snapshot date of 5 April each year. Although the requirement is to publish this gap report within 12 months of the snapshot date.

In addition, although no legal requirement to do so, we undertake an ethnicity pay analysis on an annual basis at the same time and on the same calculation basis used for gender. We have been undertaking this analysis since 2019.

As an organisation, publishing and monitoring pay gaps will help us understand the reasons for any gap and consider what action we need to take to tackle the causes.

On 1 April 2023 there was a transfer of engagements from One Housing Group to Riverside meaning this is the first year we will provide a combined view of both gender and ethnicity pay gaps. This means that previously published Riverside only pay gap reports cannot be compared. In 2022 however, we created a baseline report combining Riverside and One Housing data for us to compare against this year.

What does our ethnicity pay analysis tell us?

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

The make-up of our workforce

When looking at our representation of ethnically diverse colleagues, for those who have disclosed their ethnicity, our split was 2,393 white (66%) and 1,227 ethnically diverse (34%) and has shifted by 1ppt (percentage point), in favour of ethnically diverse colleagues, when compared to the 2022 baseline data.



GAP	Mean	Median
Pay	13%	18.5%
Bonus	60.5%	12.5%

Our (now combined) mean ethnicity pay gap is 13% which is static against our 2022 baseline data and shows a median rate of 18.5%, which has increased from 8.9%.

We no longer have a bonus scheme in Riverside, during the financial year our Directors at One Housing did have a bonus scheme, which we have now closed. The other bonuses relate to a one-off retention incentive within our One Housing Care & Support CQC part of our business and Long Service Awards to which everyone has the same entitlement.

Pay quartiles

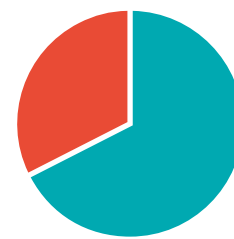
How are we doing?

We are committed to reducing our ethnicity pay imbalance by ensuring that we are representative of our people 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:

- We have a good representation of colleagues from an ethnically diverse background (34%), an increase in ethnically diverse representation of just over 1pp, when compared to 2022.
- 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 EDI and People Strategies.

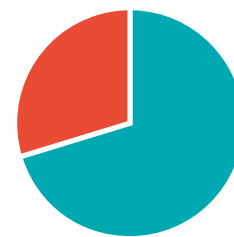
Q1 - Lower quartile
White 67.5%
Ethnically diverse 32.5%



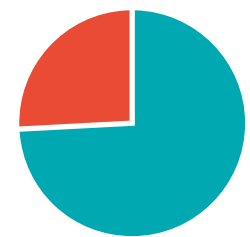
Q2 - Lower middle quartile
White 52.3%
Ethnically diverse 47.7%



Q3 - Upper middle quartile
White 70.4%
Ethnically diverse 29.6%



Q4 - Upper quartile
White 74.3%
Ethnically diverse 25.7%



How will we continue to make a difference?

At Riverside, our vision is to be an employer of choice by enhancing the everyday working lives of our people, creating a good experience so in turn, together we feel compelled to deliver a great experience for our customers.

We are passionate about ensuring we reflect the communities we serve and are determined to create an environment where our people feel that they belong, can grow, and develop, supporting everyone regardless of their ethnicity or any other protected characteristic.

We recognise we do have an ethnicity pay gap and there is always more we can do to make sure our people are able to realise their full potential.



We Care

Attracting, promoting, and retaining talent

We have introduced a number of activities to improve opportunities for colleagues from ethnically diverse backgrounds to secure more senior positions, through mentoring and recruitment practices, including a guaranteed interview scheme for all roles over £35k if the minimum criteria for the role is met.

We'll continue with our GEM graduate programme, and to ringfence a number of opportunities for our ethnically diverse colleagues. With 67% of our GEMs in 2023 securing a promotion or aspired sideways move.

We advertise our roles internally to ensure that there is equal access for all job opportunities.



We are Inclusive

Increasing inclusivity and building awareness

We have introduced a new 'we are inclusive' value and developed our EDI and people strategies for 2023-26 that has inclusivity and improving our people experience at its heart.

We celebrate our ethnically diverse role models through our EMPower colleague group to further support ethnically diverse confidence, progression and promoting related initiatives.

We continue our involvement with the Housing Diversity Network's mentoring programme. We are also participating in the Greater Manchester Housing Provider's 'Championing Change for BAME Leadership' programme and the G15 Housing Associations' Accelerate Development Programme aimed at developing ethnically diverse future leaders.

We will continue to promote fairly any opportunities to develop and progress within our organisation.



We are Trusted

Enabling Progression

We continue to explore and understand our ethnicity pay gap results and ensure that areas such as reward and benefits packages, flexible working, recruitment, enable and do not prevent progression.

We are part of a group of Housing Associations that have come together in the Greater Manchester area to create a programme called Boost that aims to create a cultural shift and improve diversity at a senior level. As part of this initiative, we have a three-year strategy and annual programme of activity. As well as a mentor, and mentee programme with supporting development activities. We are also contributing to the development of similar initiatives within the G15 Housing Associations in London and the South East.