

Gender 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.

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 gender pay data tell us?

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

GAP	Mean	Median
Pay	10.7%	9.8%
Bonus	30%	14.2%

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.

The make-up of our workforce

When looking at our representation of female colleagues, our split was 2,576 female (64%) and 1,449 male (36%), increasing slightly by 1ppt (percentage point), when compared to the 2022 baseline.

Our (now combined) mean gender pay gap is 10.7% and shows a median rate of 9.8%.

The mean has decreased from our 2022 baseline data of 14.4% and the median has increased from 7.7%.



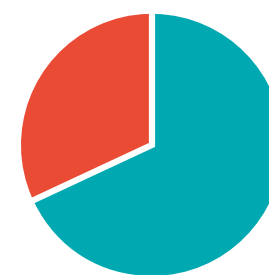
Pay quartiles

How are we doing?

We are committed to reducing our gender pay imbalance by ensuring that we are representative of our colleagues 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.

- Although we have a much higher female representation when compared to the Office for National Statistics, this is typical of our industry and has remained broadly static since reporting began in 2017.
- Females occupying the lower middle quartile roles have decreased slightly by 1ppt from the 2022 baseline.
- There has been an increase in our upper middle quartile (3%) and upper quartiles (2%) where we have been targeting progression through our EDI and People Strategies.

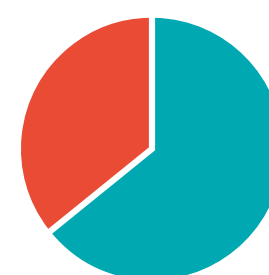
Q1 - Lower quartile
Female 68.1% Male 31.9%



Q2 - Lower middle quartile
Female 67.9% Male 32.1%



Q3 - Upper middle quartile
Female 64.2% Male 35.8%



Q4 - Upper quartile
Female 52.5% Male 47.5%



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 gender, present and future or any other protected characteristic.

We recognise we do have a gender 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 a good female representation within our organisation, however we will continue to develop our talent acquisition strategies for attracting and promoting careers for all genders.

We are looking at ways to improve the representation of females in our upper quartile positions and remove any barriers to progression that we will drive through our colleague groups and new EDI and People Strategies.

We have a GEM graduate programme, which looks to develop our leaders for the future of which 50% were female in 2023.

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 the heart.

We celebrate our female role models through our WiSH (Women in Social Housing Group) to further support female confidence and progression and promote related initiatives.

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



We are Trusted

Our Riverside Deal

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

We continue to promote flexible working practices through our Smart Working Policy.

Currently we are exploring and developing a new Riverside deal for all colleagues that, when developed, we will promote our offer consistently and fairly.