

# Ethnicity Pay Gap Report 2024

At Riverside, we’re 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. This gap report must be published within 12 months of the snapshot date.

Although there is no legal requirement for us to do so, we also undertake ethnicity pay analysis at the same time and on the same calculation basis used for gender.

We believe that publishing and monitoring pay gaps helps us to understand the reasons for any gap and consider what action we need to take to tackle the causes.

## 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 2,314 white (68.8%) and 1,049 ethnically diverse (31.2%).



Our mean ethnicity pay gap is 16.7% has increased significantly this year by 3.7 ppt from 13%. However, the median has reduced by 3.4 ppt from 18.5%.

Riverside does not offer a bonus scheme however last year there were some exceptional circumstances where one-off payments were made.

| GAP   | Mean  | Median |
|-------|-------|--------|
| Pay   | 16.7% | 15.1%  |
| Bonus | 45.4% | 0.0%   |

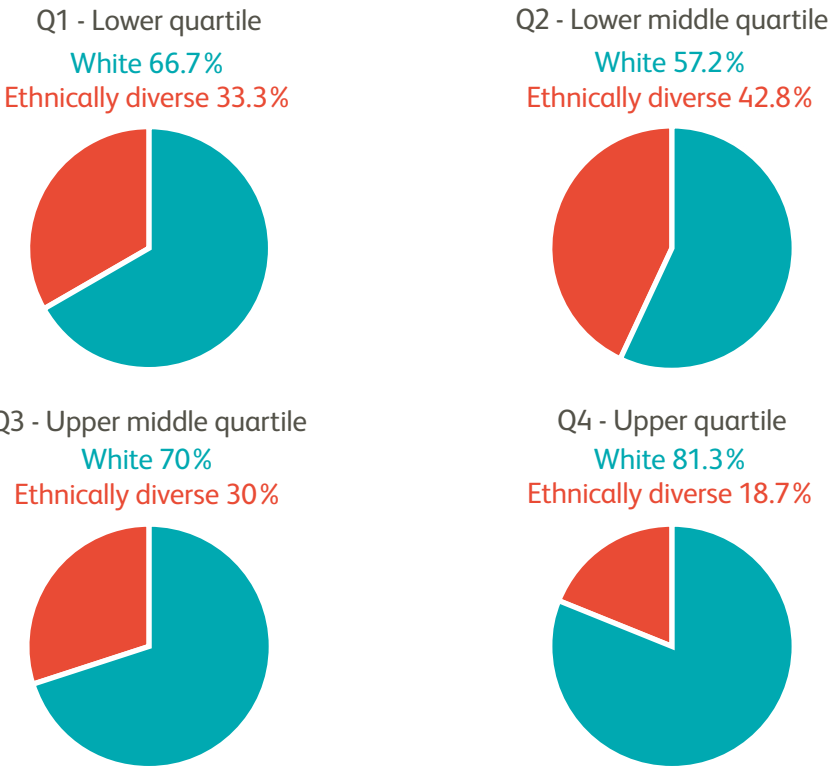
## Pay quartiles

### 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.

This year our mean gap has increased significantly this year by 3.7 ppt from 13%. However, the median has reduced by 3.4 ppt from 18.5%. The increase in the mean pay gap is due to:

- Changes in the non-Care & Support areas of our business, as a result of 2023/24 integration within central functions, which are typically higher paid.
- A reduction overall in our ethnically diverse representation.
- The pay gap is further compounded by fewer ethnically diverse colleagues in our upper middle and upper pay quartiles.



## 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 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’ve continued with our GEM graduate programme, ringfencing a number of opportunities for our ethnically diverse colleagues. We have also offered three ringfenced opportunities on the Housing Diversity Network’s Board Trainee Programme to internal colleagues and will also recruit externally and develop two trainee Board members.

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



### We are Inclusive

#### Ensuring a positive experience

Both our EDI and People Strategies for 2023-26 have inclusivity and improving our people experience at their hearts. We have also introduced Our People Promise, based around our three values, which brings to life the experience we want our people to have at Riverside. Our People Promise not only looks at what we can offer our people, but also what we expect from them in return.

We celebrate our ethnically diverse role models through our EMpower colleague group to further build ethnically diverse colleague confidence, support progression and promote related initiatives to improve membership and allyship of our colleague group.

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



### We are Trusted

#### Supporting progression

We continue to explore and understand our ethnicity pay gap results and ensure that areas such as reward and benefits packages, flexible working and 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 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.

In partnership with our colleague group EMpower, we have developed a BOOST plan that outlines the steps that we will take as part of our commitment to enhance the everyday working lives of our ethnically diverse colleagues. Supporting allyship, growth and progression, it seeks to deliver on our ‘Being Inclusive’ People Promise and works towards our ambition of having diversity at all levels and being reflective of the communities we serve.