

# Gender Pay Gap Report 2018

## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.



A negative number indicates that women earn more than men

### MEAN PAY GAP

The mean pay gap is the difference in the average hourly pay for women compared to men, within a company.



### MEDIAN PAY GAP

The median represents the middle point of a population. if you separately lined up all the women in a company and all the men by order of hourly pay rate, the median pay gap is the difference between the hourly pay rate for the middle women compared to the middle man.



The following information reflects River Clyde Homes gender pay gap statistics as at 5 April 2018.

## GENDER PAY GAP



Mean



Median

The mean hourly pay for men is 9.9% higher than that of women.

The median hourly pay for women is 1% higher than that of men.



Mean: 18.4%

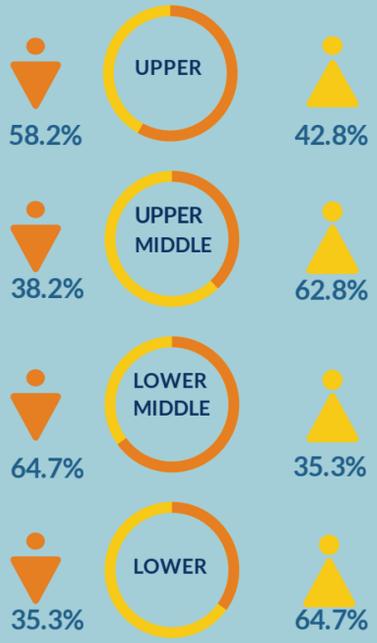
Median: 17.9%

In comparison with the national mean and median gender pay gaps, RCH performs significantly better.

\*As estimated by the Office of National Statistics for 2018.

## POPULATION BY PAY QUARTILE

A further gender pay gap measure is the proportion of males and females in pay quartiles. These pay quartiles are determined by ranking all employees in order of their hourly pay rates and then splitting them into four equal sized groups.



Our pay median figure is in favour of women whilst our pay mean figure is in favour of men. This reflects both how the different averages are calculated, and the shape of our workforce. The mean figure represents the differences in average hourly pay across our whole workforce, so it is particularly impacted by the highest earners. Due to the size of our organisation a small number of movements at senior management level can have a sizeable impact on this measure.

## GENDER BONUS PAY GAP



Mean



Median

River Clyde Homes does not pay any of their workforce bonus pay; therefore there is parity between men and women for both the mean and median measures of gender bonus pay.

## Proportion of men and women paid a bonus



## What River Clyde Homes does well:

We offer training and development opportunities for our employees: 76% of internal vacancies were filled by women in the 12 months to 5 April 2018.



We are transparent about our promotion pay and reward processes.



We enable many of our employees to work flexibly

## WE HAVE A GENDER BALANCED WORKFORCE



## Areas to watch:

Gender balance in senior positions: 64% of those working in management level positions are men. *This is a key contributor to our mean gender pay gap.*

Areas of our business where there is a gender imbalance, e.g. Property Services or Customer Services.

Addressing these areas of under-representation will improve diversity but have little impact on our Gender Pay Gap statistics.

WE WILL REVIEW OUR EQUALITY AND DIVERSITY STRATEGY AND ACTION PLAN SO THAT WE MONITOR AND PROMOTE GENDER EQUALITY AS EFFECTIVELY AS WE CAN.