



Improving lives and places

Gender Pay Gap 2019

Supporting Statement

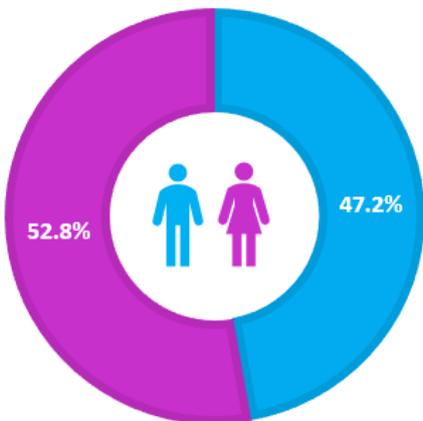


Our 2019 Gender Pay Gap data

We are publishing our gender pay gap for the third time and are pleased to report that we continue to significantly outperform the national averages.

Our mean gender pay gap has improved this year, reducing from 9.9% in 2018 to 5.8% in 2019.

This is partly due to an increase in representation of women at management and senior management level positions. Females make up 46% of these positions in 2019, up from 36% in 2018.



In 2019, again, we had a closely balanced workforce with women making up 52.8% of employees.

Gender Pay Gap Explained

The gender pay gap isn't the same as equal pay. It's a description given to the difference in average pay between all men and women across an organisation regardless of role or grade level.

A company reporting a positive pay gap means its male employees, on average, are paid more than its female ones. A company reporting a negative pay gap means its female employees are paid more than its male ones on average.

Equal pay is different and is a direct comparison between individuals. It considers whether someone is paid equivalently to others doing the same or equivalent job, regardless of gender. Unequal pay is unlawful.

For the 2019 figures, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires calculations are based on data collected on 5 April 2019.

Gender pay gap (hourly rate)	Mean		Median	
	RCH	UK	RCH	UK
	5.8%	16.2%	-2.1%	17.3%

Pay Quartiles

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

RCH has seen small improvements in each of the pay quartiles, when compared with 2018; the gender balance has moved closer to parity.

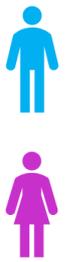
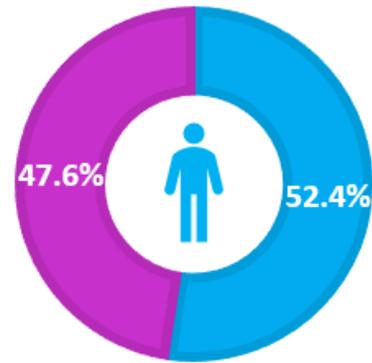
Bonus Pay

River Clyde Homes does not pay any of its employees, male or female, bonus pay. Therefore it has no gender pay gap in respect of bonus pay.

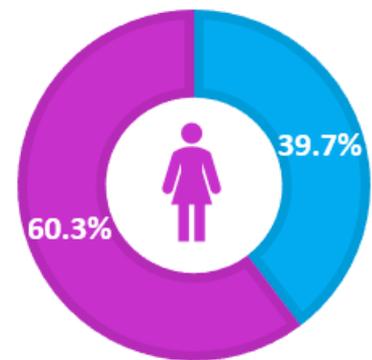
Gender pay gap (bonus pay)	Mean	Median
	0.0%	0.0%

River Clyde Homes continues to monitor and review its working practices and HR policies to ensure that there is equality of opportunity for all employees.

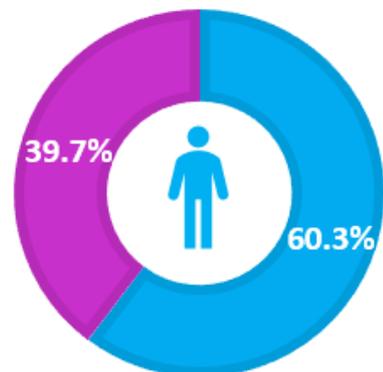
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

