



GENDER PAY GAP REPORT 2021



The RCH Group is pleased to report its gender pay gap for 2021. This is our 5th year reporting figures for River Clyde Homes and we are also including figures that encompass our subsidiary company, Home Fix Scotland, for the first time.

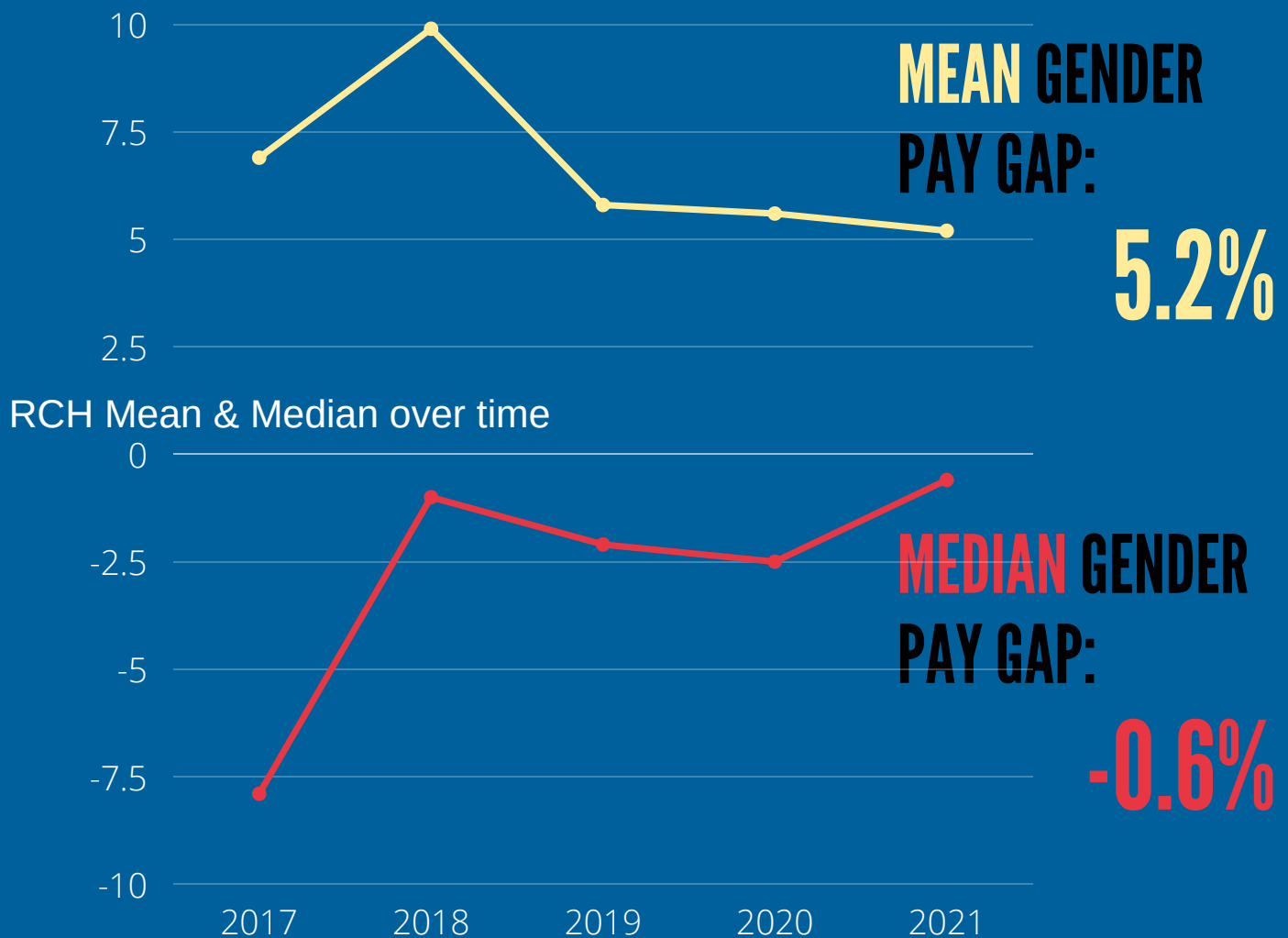
Gender Pay Gap Explained

The gender pay gap is a description given to the difference in average pay between all men and women across an organisation regardless of role or grade level.

Equal pay is different and is a direct comparison between individuals. It considers whether someone is paid equally to others doing the same or equivalent job, regardless of gender. That's why it's possible for organisations to be fully compliant with equal pay legislation but to still have a gender pay gap.

A negative pay gap means a company's female employees are paid on average more than their male employees.

River Clyde Homes has seen a narrowing of both its mean and median gender pay gap in 2021.



When considering both River Clyde Homes and Home Fix Scotland together women were paid, on average, more than men. This is due to the distribution of more women in higher paid housing office jobs and more men in lower paid neighbourhood environmental jobs. Within each job role, men and women are paid the same.

**RCH GROUP MEAN
GENDER PAY GAP:**

-3.1%

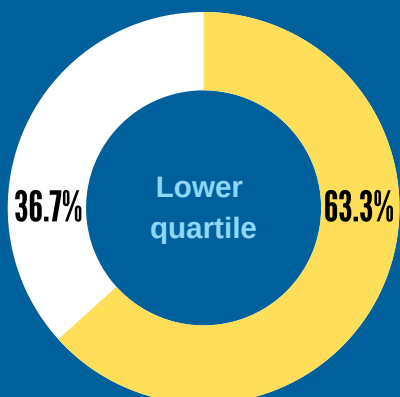
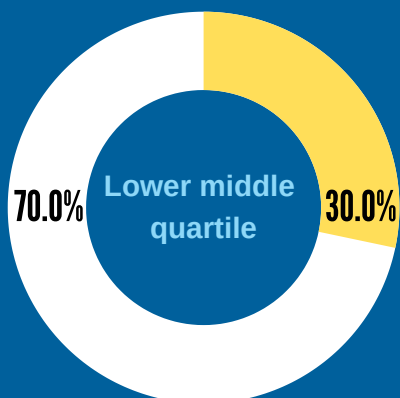
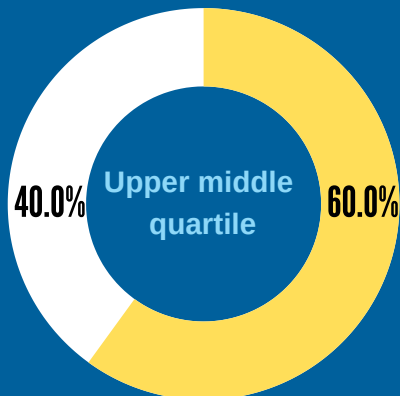
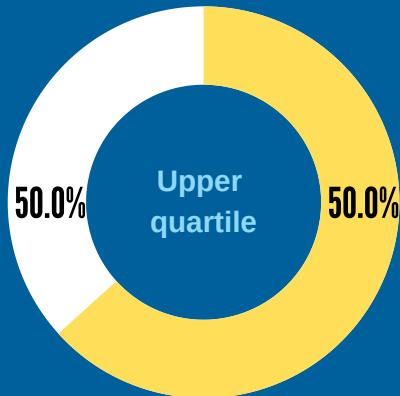
**RCH GROUP MEDIAN
GENDER PAY GAP:**

-6.6%

All RCH colleagues



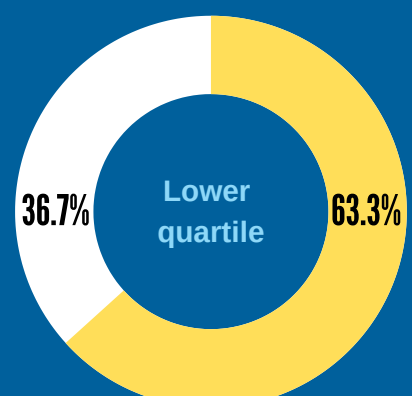
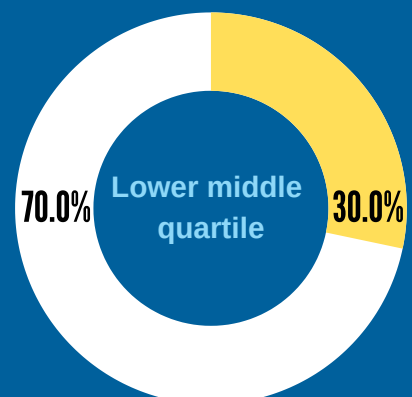
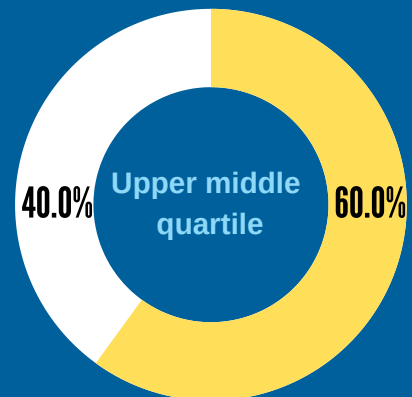
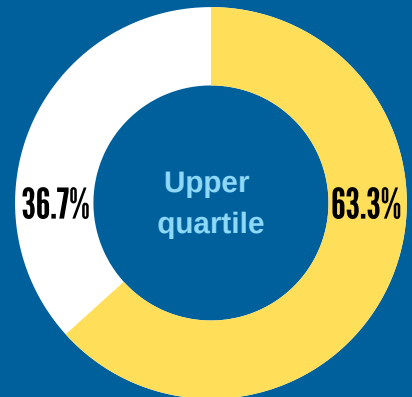
Pay Quartiles



All RCH Group colleagues



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.

Our highest paid quartile includes both management and non-management roles.

BONUS PAY

Differences in bonus pay between men and women is another way the gender pay gap is measured. River Clyde Homes and Home Fix Scotland do not pay any of its employees, male or female, bonus pay. Therefore there is no gender pay gap in respect of bonus pay.

The RCH Group is aiming to improve its gender balance in certain job roles through recruitment. As our staff retention is high so we expect changes to the composition of the workforce to happen gradually over time.

Declaration:

I confirm that the River Clyde Homes Gender Pay Gap calculations are accurate and meet the requirements of the regulations.

John Wright
Executive Director, Group Services