

## River Clyde Homes, Gender Pay Gap Reporting

River Clyde Homes has just reported its gender pay gap figures for the first time.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires that all employers with 250 or more employees publish the following information each year:

- The % difference in mean hourly rate of pay;
- The % difference in median hourly rate of pay;
- The % difference in mean bonus pay;
- The % difference in median bonus pay;
- Proportion of male and female employees who received bonus pay; and
- Proportion of male and female employees according to quartile pay bands.

The mean and median are alternative measures of an average:

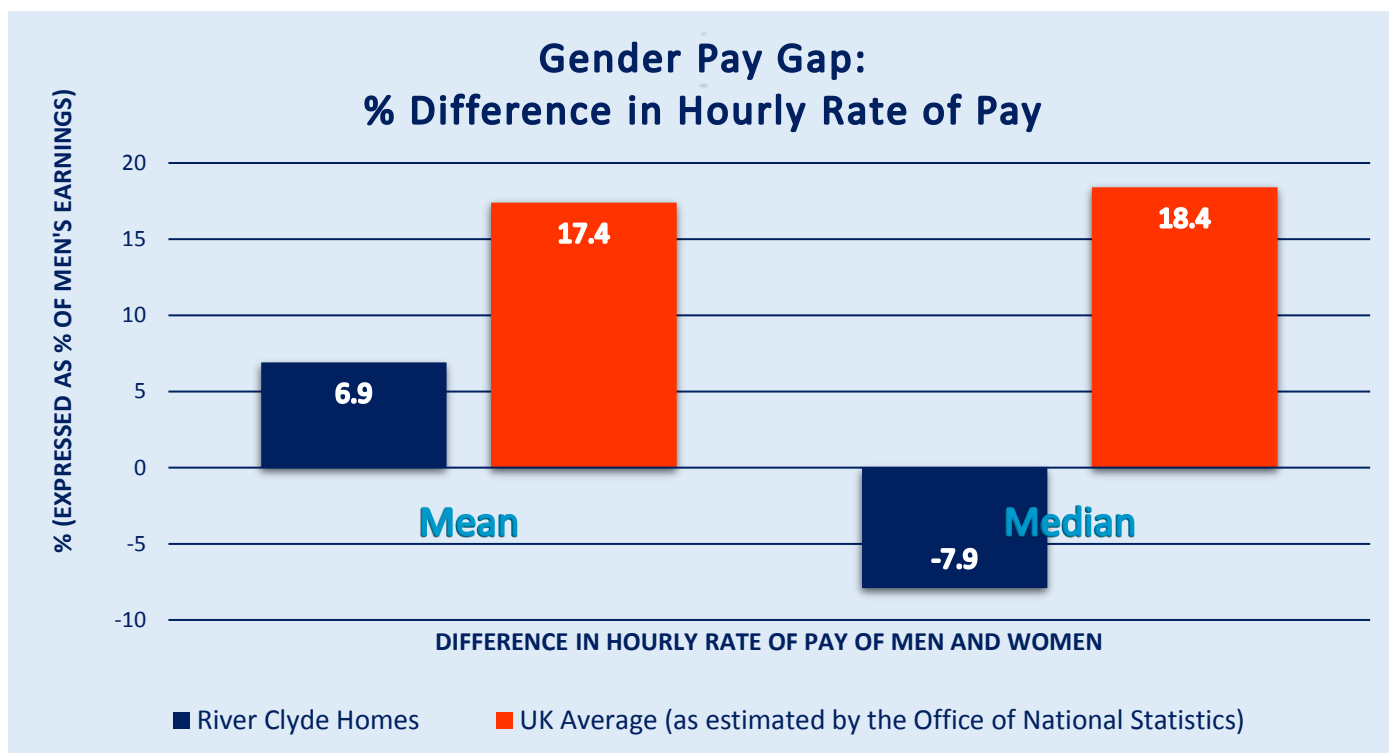
- The mean can be found by adding up all the numbers in a dataset and then dividing by the amount of numbers in that dataset.
- The median is calculated by ordering all the numbers in a dataset smallest to largest and then splitting them to find the mid-point. So if there is an odd amount of numbers, the median is the central number and if there is an even amount of numbers, the median will be the difference between the two central numbers.

For Gender Pay Gap calculations the pay of all men and women working at an organisation is compared – the type of job they do is not relevant. This is different from equal pay where it is unlawful to pay men and women differently for carrying out the same work, work rated as equivalent or work of equal value.

Gender pay gaps exist for many reasons. Some of the most common reasons are related to:

- the choices men and women make about which careers to pursue;
- the impact of raising families; and
- the availability of suitable part-time work.

These are our gender pay gap figures relating to the snapshot date of 5<sup>th</sup> April 2017:



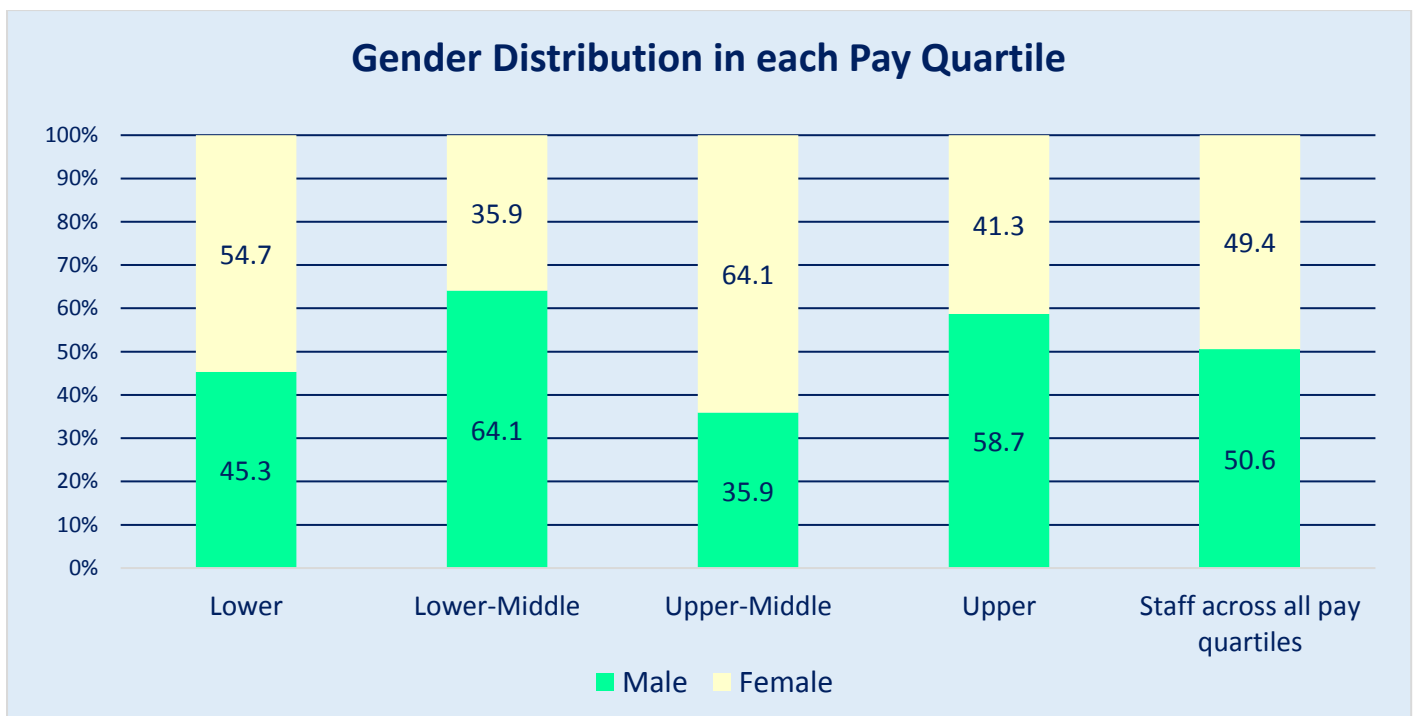
Key points to note:

- The Gender Pay Gap: This measure is expressed as a percentage of male employees' hourly rate of pay. A positive number indicates men earn more than woman on average; a negative number indicates women earn more than men on average.
- In accordance with regulatory reporting requirements, two measures of 'average' have been calculated: "mean" and "median"
- The Gender Pay Gap for RCH under the mean basis is +6.9% (i.e. the mean average rate of pay for men is 6.9% higher than the mean average rate of pay for women). The UK average under the mean basis is +17.4%.
- The Gender Pay Gap for RCH under the median basis is -7.9% (i.e. the median average rate of pay for men is 7.9% lower than the median average rate of pay for women). The UK average under the median basis is +18.4%.

River Clyde Homes does not pay bonuses; this is reflected in the following calculations:

Gender Pay Gap: Bonus Pay		
Difference in <u>mean</u> bonus pay between male and female employees		<b>0.0%</b>
Difference in <u>median</u> bonus pay between male and females employees		<b>0.0%</b>
Proportion of employees awarded bonus	Male	<b>0.0%</b>
	Female	<b>0.0%</b>

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 hourly rates in order and then dividing into four bands so there is an equal number of employees in each quartile. Here is the distribution of our employees by quartile and the overall split for RCH.



River Clyde Homes has close to an equal balance of females and males in the overall workforce. At the snapshot date in 2017 we had 255 full-pay relevant employees, 126 (49.4%) of whom were female and 129 (50.6%) of whom were male. Females at River Clyde Homes are currently represented at every pay grade below Chief Executive.

The analysis highlights that there is a varying gender distribution across the pay quartiles. For instance, females represent 64.1% of the upper-middle pay quartile yet only 35.9% of the lower-middle pay quartile. Similarly, males represent 58.7% of the upper pay quartile yet only 45.3% of the lower pay quartile.

### **What does it all mean and what are we going to do next?**

The 6.9% gap in our mean hourly rate of pay between males and females is due to the greater proportion of males within the upper pay quartile – particularly within management grades – and the greater proportion of females in the lower pay quartile. The higher representation of females within the lower quartile may be accounted for by part time workers – the majority of our part time workers are female (96%) and half of part-time workers are within the lowest paid quartile.

In an effort to ensure that the mean gender pay gap doesn't widen we will continue to offer training and development opportunities to all staff regardless of gender and ensure all flexible working requests are given equal consideration.

The 7.9% gap in median hourly rate in favour of females reflects the fact their median hourly rate falls within the upper-middle pay quartile whereas the median hourly rate for males falls between the lower middle and upper middle pay quartiles. One reason for this is that Housing Officers make up a significant proportion of the upper middle quartile of earners and 78% of Housing Officers are women.

There are many job roles within the organisation where post holders are predominately one gender (for example, currently all our Trade Operatives are male and all our Cleaners are female). The gender imbalances within these job roles and other business areas don't appear to have any significant impact on the gender pay gap results. Nevertheless we will monitor this and ensure there is equality of opportunity throughout River Clyde Homes for all employees.

I confirm that the gender pay gap information in this statement is accurate.

Richard Turnock

**Executive Director, Group Services**