Gender Pay Gap Report 2026

Riverside remains committed to promoting equality, diversity and inclusion (EDI) across the organisation. Creating an inclusive environment where colleagues can realise their full potential, regardless of protected characteristic, is a strategic priority.

Our ambition is for our workforce to reflect the customers and communities we serve. This is underpinned by fair and transparent pay structures, ensuring colleagues are rewarded equitably for work of equal value.

Under UK legislation, organisations with over 250 employees must publish annual gender pay gap data, based on a snapshot date of 5 April. While reporting is required within 12 months, Riverside prioritises early publication to support transparency and accountability.

Alongside this, Riverside voluntarily undertakes an annual ethnicity pay analysis, using the same methodology as gender pay reporting. This has been in place since 2019 and reflects our commitment to understanding and addressing inequality.

This report covers Riverside Group only (excluding Prospect and Riverside Scotland).

What does our gender pay data tell us?

Our gender pay gap is not because of different rates of pay, but a high proportion of female colleagues in our lower quartile roles in Care & Support and a comparative under representation within our upper quartile roles.

Gender Pay Gap Results

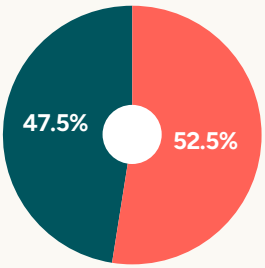
	Mean	Median
Pay	6.7%	10.2%
Bonus	73.3%	0%

Mean (average): The difference between average earnings for men and women.

Median (middle): The difference between the earnings of the middle-paid man and the middle-paid woman when all employees are ranked from lowest to highest paid.

The make-up of our workforce

Our female representation is **52.5%,** down from **59.9% in 2025,** bringing our workforce profile closer to the national benchmark of **51%.** This change primarily reflects workforce composition changes following a recent transfer into our organisation of primarily male colleagues.



Our mean gender pay gap is **6.7%** and our median gender pay gap is **10.2%,** both improving since 2025.

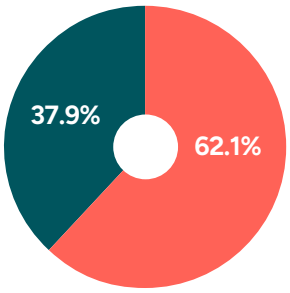
The mean gap has reduced from **10.7% in 2025,** reflecting changes in workforce composition and continued alignment of pay structures. The median gap has fallen from **11.8% in 2025,** representing a significant year-on-year improvement.

Due in the main to a change in our workforce composition, female representation has decreased across all pay quartiles, with the largest reductions in the lower middle (13 percentage points (ppt) and upper middle (11ppt) quartiles. Representation in the upper pay quartile has further decreased by 3ppt since 2025.

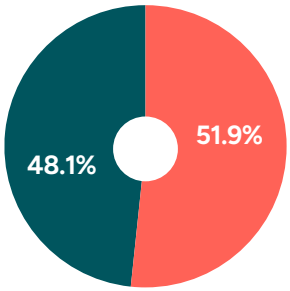
While bonus payments remain low overall, the mean bonus gap increased to **73.3% (from -0.24% in 2025),** reflecting bonus payments being concentrated in areas which transferred which are primarily male and the subsequent change to workforce composition receiving bonuses. The median bonus gap remains **0%,** indicating a broadly equal distribution of bonus payments.

Pay quartiles

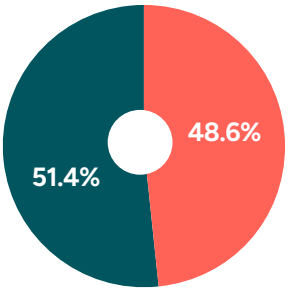
Our gender pay gap is not because of different rates of pay, but a high proportion of female colleagues in our lower quartile roles in Care & Support and a comparative under representation within our upper quartile roles.



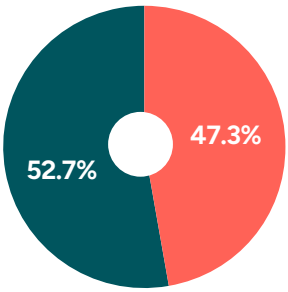
Q1 – LOWER
Female - 62.1%
Male - 37.9%



Q2 – LOWER MIDDLE
Female 51.9%
Male 48.1%



Q3 – UPPER MIDDLE
Female 48.6%
Male 51.4%



Q4 – UPPER
Female 47.3%
Male 52.7%

How are we doing?

We remain committed to reducing our gender pay gap by ensuring as far as can balanced representation of colleagues across all pay quartiles.

This year's gender pay gap is primarily influenced by changes in workforce composition and the transfer into our organisation of primarily male colleagues.

A reduction in female representation in all quartiles, relative to male counterparts particularly in lower middle and upper middle quartiles.

An increase in males in upper quartile positions due to recent composition changes an increase in overall headcount.

A continued concentration of female employees in lower-paid roles with our Care & Support function

While these factors continue to influence the pay gap, increased male representation across the workforce has contributed to reductions in both the mean and median gender pay gap.

How will we continue to make a difference?

We have recently launched Brighter Future Together, our five-year strategy, with a big people focus and EDI as a cross-cutting theme that underpins all areas of activity.

Proud to be Riverside

Our ambition is for our people to thrive in an inclusive, high-performing culture and are proud to put the customer first. Our colleagues and what they do matters. So, we want to create a workplace that reflects the communities we serve and establish an inclusive, positive experience where our colleagues can grow and thrive in a safe, modern and wellbeing focused environment.

We recognise that diverse teams drive better outcomes for our customers, colleagues and communities, therefore we want to foster a work environment that values lived experience as we continue to improve our commitment to equality, diversity and inclusion.

As part of our Proud to be Riverside goal, we have also developed our 2026-31 EDI objectives focused on being reflective of the communities we serve with a particular focus on areas where we are under-represented, improving experience and progression at all levels.

Our EDI objectives centred across five key areas.



1. Every voice will be heard

Through our WREN (Women at Riverside Employee Network) colleague network, we encourage an active colleague voice, celebrate female role models, build confidence, support career progression and promote allyship.



2. Inclusive services for the communities we serve

We are developing, in partnership with our customer facing areas, the right learning and people initiatives that strengthens awareness, capability and behaviours, ultimately providing more inclusive services for our customers.



3. EDI at the heart of decision making

We encourage colleagues to share diversity information, recognising intersecting identities, to better understand and improve the experience of our diversity groups, inform decision making and areas of focus. We have Trainee Board programme and will soon be launching an Inclusive leadership programme for our most senior decision makers.



4. Influence sector wide change

We continue to review the factors influencing our gender pay gap and strengthen policies and practices that support progression, including reward, benefits, flexible working and recruitment, Through collaboration with Greater Manchester Housing Providers (GMHP) and G15 we share best practice.



5. Support experience and progression

We undertake hiring manager training to reduce bias and advertise all vacancies internally. We are piloting advance interview questions and diverse recruitment panels for leadership roles. We invest in high potential leadership programmes, trainee board programmes for internal colleagues and mentoring opportunities. We champion flexible and supportive ways of working that enable colleagues to balance personal and professional commitments and have enhanced family-friendly benefits, ensuring colleagues are supported throughout their careers.

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