

Gender Pay Gap Report

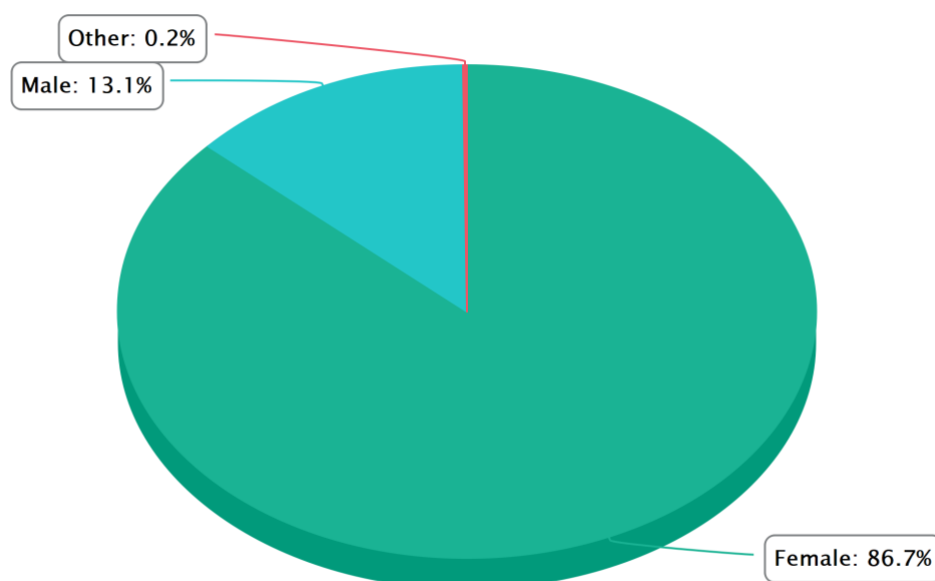
This document shows all required figures for Gender Pay Gap Reporting.

Rivermead Inclusive Trust are required by law to carry out Gender Pay Reporting as we have more than 250 staff on roll.

Below are the results of our Gender Pay gap so far. This shows the difference between the average earnings of men and women within our Trust.

Employee Numbers

Total Number of Employees:	543
Number of Female Employees:	471
Number of Male Employees:	71



*The calculations in the rest of this report only include employees with salaries

Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£16.16
Mean Male Hourly Pay	£19.36
Mean Gender Hourly Pay Gap	16.5%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£12.08
Median Male Hourly Pay	£17.61
Median Gender Hourly Pay Gap	31.4%

Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

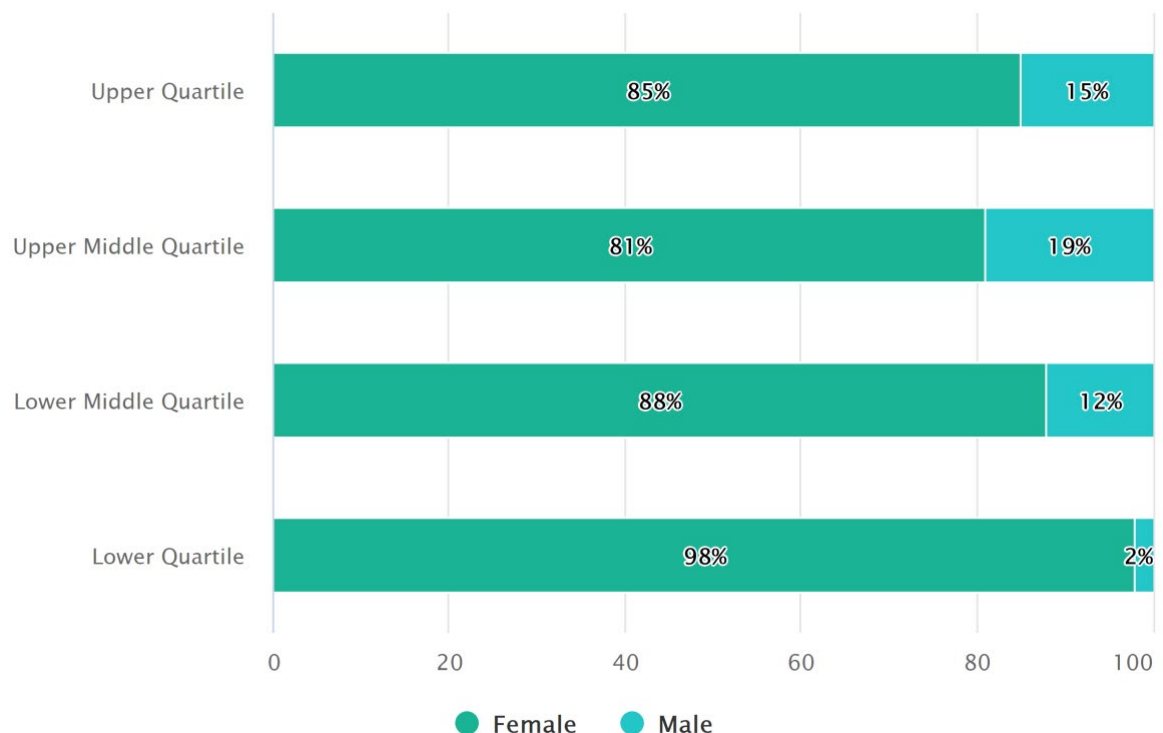
Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

Proportion of Females and Males in each quartile pay band



In the last year there has been a significant increase from 417 staff to 543 staff on role. In 2024/2025 there will be a further increase in numbers due to growth with the expansion of ROCC and Rivermead School, along with our subsidiary company Rivermead Solutions with the expansion of the Therapy Team.

Rivermead Inclusive Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.