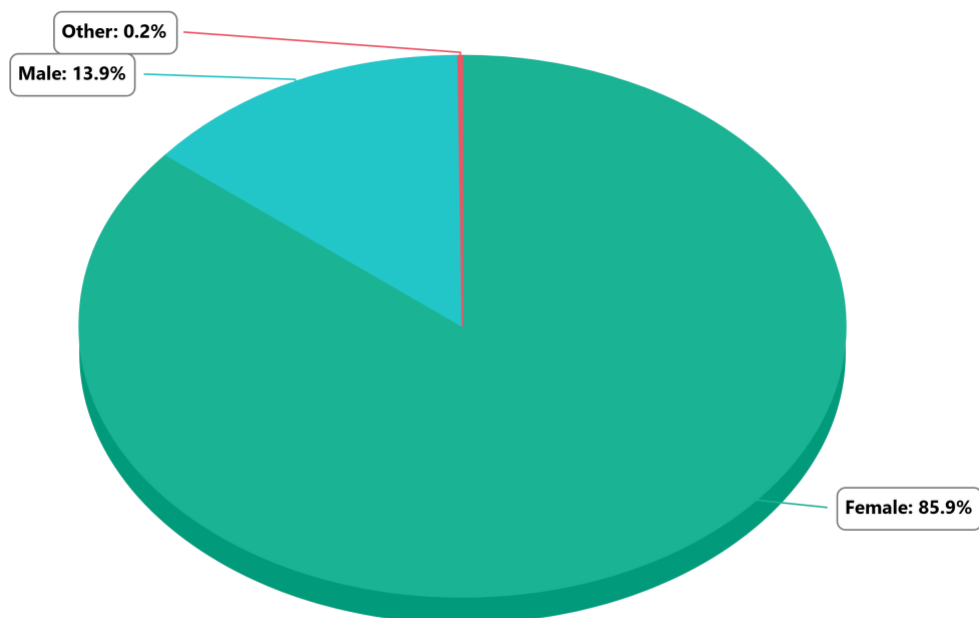


Gender Pay Gap Report

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

Employee Numbers

Total Number of Employees:	555
Number of Female Employees:	477
Number of Male Employees:	77



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

Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£17.79
Mean Male Hourly Pay	£21.17
Mean Gender Hourly Pay Gap	16.0%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£13.06
Median Male Hourly Pay	£16.55

Median Gender Hourly Pay Gap	21.1%
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Mean Gender Bonus Pay Gap

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

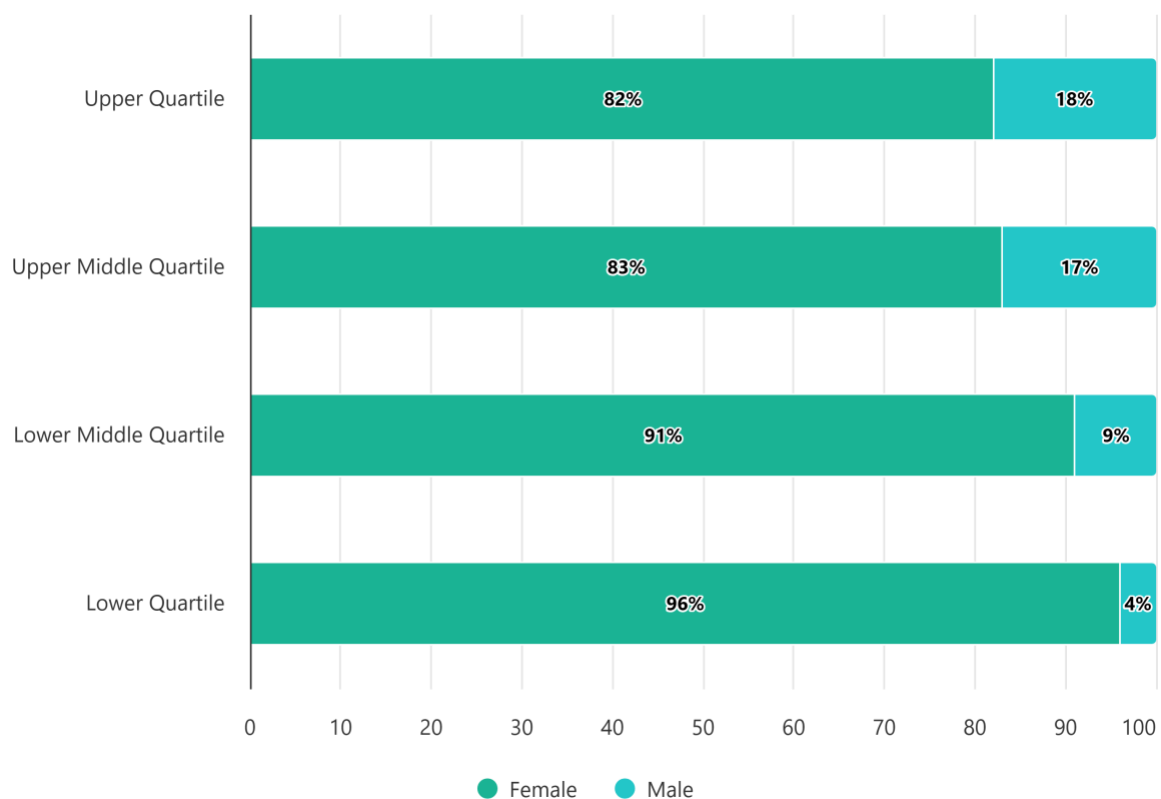
Median Gender Bonus Pay Gap

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





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; our male and female staff are paid within the same pay band for the same job role.

There will be further growth with the expansion of Rivermead School and Inspire, along with our subsidiary company Rivermead Solutions with the expansion of the Therapy Team.