

Gender Pay Gap Report 2020

Riverside Truck Rental Limited

What is Gender Pay?

Gender pay gap legislation requires any employing entity with 250 employees or more to publish their gender pay gap for these employees. At Riverside Truck Rental, we have one main employing entity, Riverside Truck Rental Limited, which covers all employees.

Gender pay is different from equal pay

Gender pay compares the average earnings of all male versus all female colleagues, irrespective of their role or seniority, whereas equal pay compares the pay a man and a woman both receive when doing the same or similar job. At Riverside Truck Rental, we review all reward packages regularly to ensure that we have fairness across all colleagues.

We recognise that we do have a gender pay gap, however, we are committed to working towards establishing a better gender balance within the business. The commercial vehicle sector has

traditionally been male dominated and at the calculation date, the Company's workforce was 80% male employees and 20% female employees.

The principal reason for this percentage is that the entry point for most of our employees is through an HGV Apprenticeship Scheme. Several senior managers were HGV technicians in their earlier careers. There are growing concerns about the skills shortage of HGV technicians in the commercial vehicle sector in general, which makes it increasingly challenging for the business to recruit

female HGV apprentice technicians.

We are constantly working to bring a gender balance, therefore support and welcome the opportunity to publish and review our Gender Pay Data in line with the Government regulations.



Legislative requirements

All UK companies with 250 or more employees at April 2020 are required to publish detailed gender pay information:

- Mean and median gender pay gap.*
- Mean and median gender bonus gap.**
- Proportion of males and females by quartile pay band.***

Figures for each legal entity with at least 250 employees on a snapshot date must be calculated and reported separately.

*The mean and median gender pay gap is based on hourly rates of pay as at April 2020.

**The mean and median gender bonus gap reflects bonus pay received in the 12 months up to April 2020.

***Pay quartiles look at the proportion of men and women in the 4 pay bands when we divide our workforce into four equal parts.

Pay quartiles by gender

Upper Quartile



90% Male 10% Female

Upper Middle Quartile



91.84% Male 8.16% Female

Lower Middle Quartile



69.39% Male 30.61% Female

Lower Quartile



59.18% Male 40.82% Female

The data above shows the male to female split of our employees in each pay quartile. It was established by collating our whole workforce in order of hourly pay, then dividing them into four equally sized quartile groups, following which, the proportions of men and women in each of the quartiles were calculated.

Working to close the gap

Effective recruitment is the key to having the people with the right skills, expertise and qualifications in the right jobs. Diversity and equality of opportunity is at the heart of this process.

- We will continue to monitor our processes in line with our recruitment and retention policy.
- We are committed to encouraging and creating diverse leadership teams and creating the right environment and training opportunities, so we do get a higher proportion of women in senior roles.
- We will continue to take positive action to encourage and attract female apprentices into our sector.



Statutory gender pay gap reporting data

Mean gender pay gap (hourly pay difference between male and female employees)	Median gender pay gap (hourly pay difference between male and female employees)	Proportion of males and females in the upper quartile	Proportion of males and females in the upper mid quartile	Proportion of males and females in the lower mid quartile	Proportion of males and females in the lower quartile	Mean bonus gender pay gap (difference in bonus payments between male and female employees)	Median bonus gender pay gap (difference in bonus payments between male and female employees)	Proportion of males and females receiving bonus pay
24.40%	30.25%	Male 90.00%	Male 91.84%	Male 69.39%	Male 59.18%	-32%	0%	Male 80.79%
		Female 10.00%	Female 8.16%	Female 30.61%	Female 40.82%			Female 76.19%

Columns 1 and 2 represent the difference between male and female mean and median hourly pay rates. These figures were calculated as at 05 April 2020. The figures in columns 3 - 6 inclusive, explain the gender distribution across 4 equally sized pay quartiles. Columns 7 and 8 demonstrate the difference between the mean and median gender bonus pay received in the 12 months up to April 2020. Column 7 highlights that the average bonus was higher for females. The final column shows the proportion of men and women who received a bonus in the reporting year.

Signed for and on behalf of Riverside Truck Rental Limited


Darren Powell
Chief Financial Officer



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