

Our Gender Pay Report

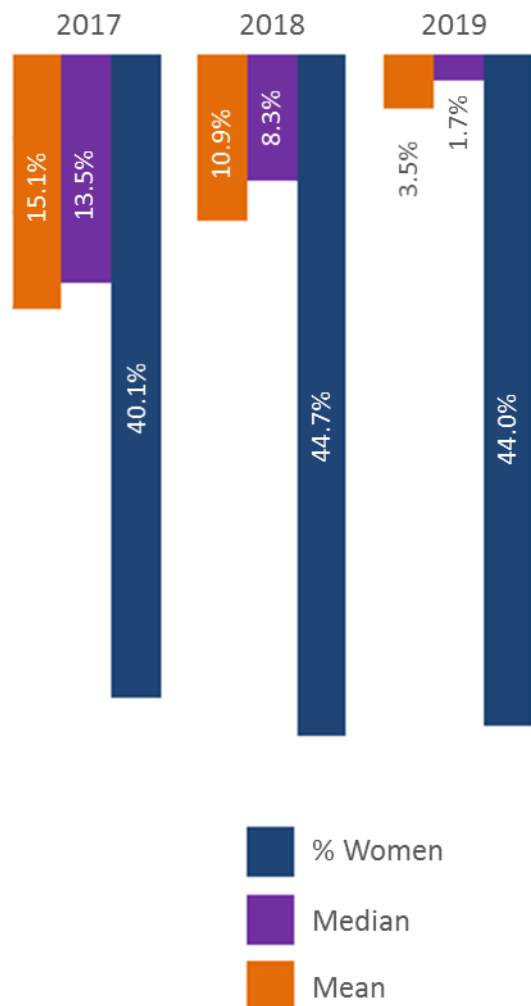
April 2019

We're Hampshire's largest provider of affordable homes with around 850 staff. Providing quality affordable homes is only part of what we do. As a people business, we work hard to create a high profile, fun, friendly working environment. Recruiting high level expertise and investing in our staff's development, whilst looking after their wellbeing.

The gender pay gap is the difference between the average earnings of men and women. So, here's a snapshot of figures from 5 April 2019. These figures are also on the Government gender pay reporting page.

We value diversity and recognise that having a diverse workforce across the whole organisation, will help us to deliver our business objectives. We ensure that all our staff, doing the same job, are paid broadly the same salary. And it's our aim to have an equal representation of gender in all levels and similar roles across the business. We have a rigorous set of benchmarked salaries for each role, which we adhere to.

We've seen a reduction in the pay gap over the last 3 years from 15.1% in 2017 to 10.9% last year and 3.5% this year. The major reason for this is, in line with our statement last year, all repairs operatives are now paid salary plus they can earn a bonus of up to 5% of salary.



We no longer have any repairs operatives paid by schedule of rates (fixed sum for each job completed). This means that all roles in the business are paid on the same basis.

The median difference between men and women's pay is now only 1.7%, down from 8.3% last year. And men are paid an average of 3.5% more than women, compared to 10.9% more in 2018.

Pay Gap

3.5%

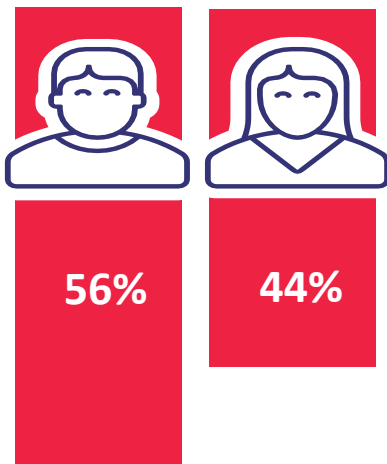
mean

1.7%

median

Our percentage of women in the organisation has remained the same as last year at 44%.

Workforce



There is no difference between the median bonus pay of women compared to men. When comparing mean bonus pay, women's mean bonus pay is 33% lower than men.

Bonus Gap

33%

mean

0%

median

What we're doing to improve further

We continue to be committed to rewarding and paying our staff fairly, regardless of their gender. And to give everyone the opportunity to develop into more senior roles.

- We have met our goal planned for 2020 – to have 40% of women in senior roles. 41% of Executive and Head of Service roles are now held by women. We'll now increase our target to 50% by 2021.
- We're continuing to work with local schools to attract women into the more traditionally male roles.
- Supporting parents with equal family leave and pay benefits. And those returning to work through flexible working opportunities at all levels such as remote working, compressed hours as well as reduced hours.
- For all management interviews we ensure there will be at least 1 man and 1 woman on the interview panel to avoid unconscious bias. All panel members are trained before they can sit on a recruitment panel.
- Continually monitor our approach to pay and benefits to ensure fairness and equality.
- Introduced an all company bonus system where eligibility is based on us meeting our budgeted surplus. This will be up to 5% which matches our trades operatives productivity bonus.

Although we've made significant progress on gender pay, we still want to reduce the gap further. We'll continue to promote an inclusive culture and ensure that VIVID is a great place to work where everyone feels they can give their best and be rewarded fairly.

Duncan Short, Director of Resources