

Our Gender Pay Report

April 2020

We're a leading provider of affordable homes and housing related services in the South of England. With 870 staff, 72,000 customers in 31,000 homes and ambitious plans to build 17,000 more new homes over the next decade.

We're a major player amongst UK housing associations and a WhatHouse? Housing Association of the Year gold award winner.

We've worked incredibly hard to create a high profile, fun and friendly working environment that's invested in talented people, their engagement, development and wellbeing to deliver real difference to the lives of our many satisfied customers.

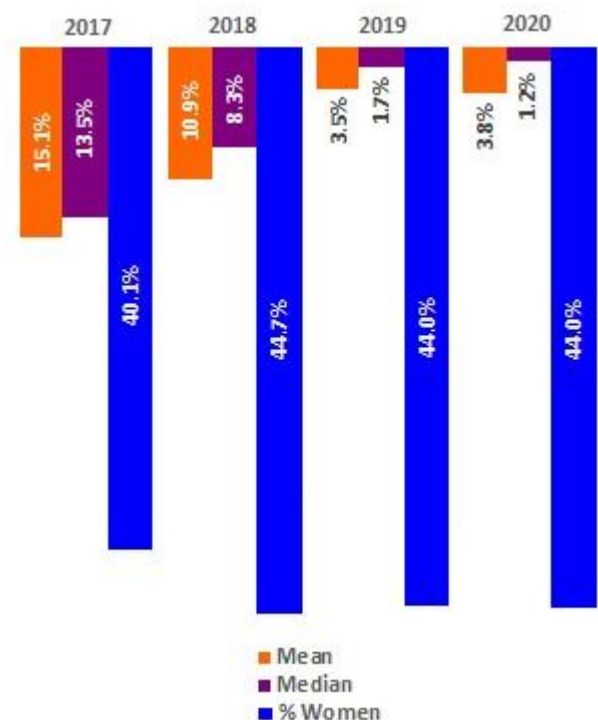
We value the diversity and inclusion of people across our entire workforce to help us to deliver our business objectives. And, through a rigorous set of benchmarked salaries for each role, we're committed to rewarding and paying our staff fairly.

It's our aim to have an equal representation of gender at all levels and similar roles across our business.

The gender pay gap is the difference between the hourly wages of men compared to women. We've made great progress over the last two years and are extremely proud to report that we've closed our median gender pay gap from 8.3% down to only 1.2%.

This is one of the smallest pay differences between men and women both in and out of the sector where men are earning just one penny more than women.

Here's a snapshot of our figures at 5 April 2020.



These figures are also on the Government gender pay reporting page.



Pay Gap

1.2%

median

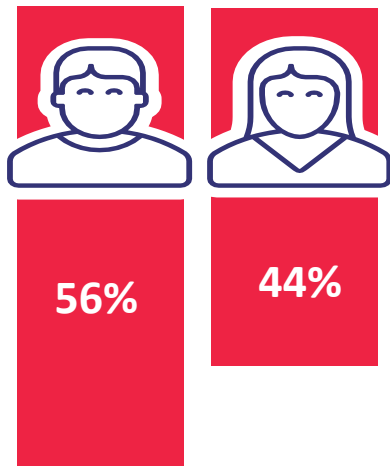
Bonus Gap

22%

Median

The peculiar difference observed with the bonus pay of women compared to men is skewed due to the monthly supplemental payments made as part of everyday income to the trade workforce.

Workforce



Our percentage of women in the organisation has remained consistent at 44%.

Continuous improvement

- We'll continue to support and develop women into our leadership roles. We've made good progress with 60% of our wider leadership being women though this drops to 41% for our most senior roles but we'll continue to focus on improving this through 2021.
- We'll continue to focus on our target of getting 9% more women into our trade's workforce (c. 300 people) by 2023 partnering with Highbury College to provide students with 'on the job' training through work experience and promoting our apprenticeship schemes. We're delighted to have 15 (29%) women in trade management roles.
- We'll continue to encourage and support our 6 females selected to complete our talent development programme – Optimise – incorporating an ILM L3 apprenticeship.
- We'll specifically monitor the gender of new starters to ensure that the proportion of starters to leavers is gender equal.
- We'll continue to support and maintain our 100% flexible working opportunities for women to balance their work and personal lives after returning from maternity leave.

We're proud of the significant progress we've made on closing our gender pay gap.

We'll continue to promote our inclusive culture and ensure that VIVID remains a great place to work where everyone feels they can give their best and be rewarded fairly.

Duncan Short
Director of Resources