

# Our Ethnicity Pay Report

April 2020

We're a leading provider of affordable homes and housing related services in the South of England. With 894 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 represent ethnicity at all levels and similar roles across our business in line with our customer base and local demography.

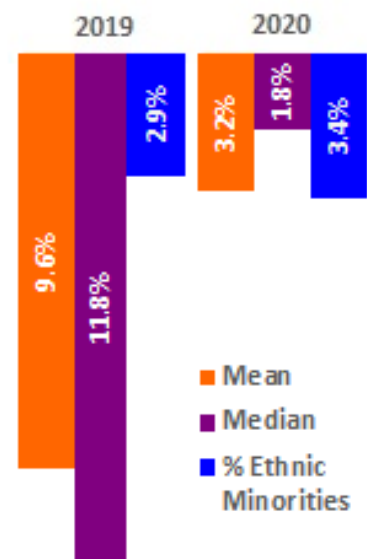
Although it's not yet a legal requirement to report pay on ethnicity grounds we wanted to. We applied the same process used for our gender pay report substituting gender with ethnicity data. 80% of our people have chosen to self-disclose their ethnicity data.

The ethnicity pay gap is the difference between the hourly wages of our ethnic minority employees compared to our white employees.

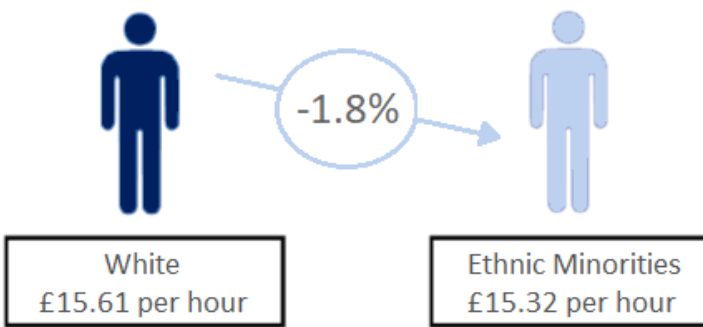
We've made great progress over the last two years and are extremely proud to report that we've closed our ethnicity pay gap by ten percentage points from 11.8% down to only 1.8%.

This is a very small pay difference between our ethnic minority employees and our white employees. For every £1 earned, the latter receive just under two pence more than their ethnic minority colleagues.

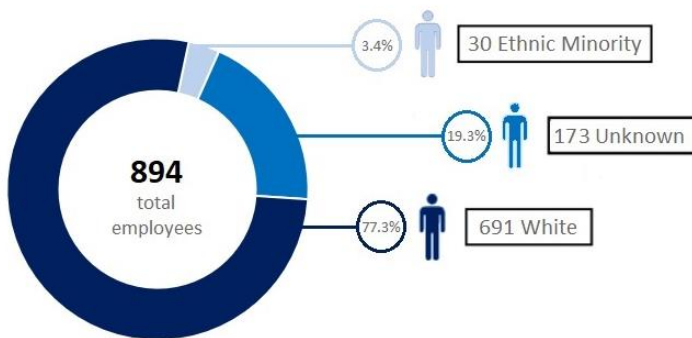
Here's a snapshot of our figures at 5 April 2020.



## Median ethnicity pay gap



## Total workforce breakdown



VIVID	Ethnic Minority	Not Disclosed	White	Total
<b>Snr Manager &amp; Above</b>	9%	9%	83%	3%
<b>Manager</b>	1%	11%	87%	15%
<b>Front Line</b>	4%	21%	75%	82%
<b>Total</b>	3.4%	19.3%	77.3%	100.0%

## Median hourly rate by ethnicity

£ per hour



## Continuous improvement

- We'll put more focus on explaining the importance of employees and applicants self-disclosing their ethnicity to improve the 1 in 5 proportion whose ethnicity is currently unknown.
- We'll continue to review our sources of recruitment and vacancy advertising placement to ensure we are targeting the most appropriate media and resources for talent.
- We'll specifically monitor the proportions of ethnicity through each stage of our recruitment process to ensure we're as representative of local demography and our customer base as possible.
- We'll continue to support and develop ethnic minorities into our leadership roles. We've made good progress with 9% representation in our senior management roles, but we'll continue to focus on improving this.

We're proud of the significant progress we've made on closing our ethnicity 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