

Our Gender Pay Report

April 2021

We're a leading provider of affordable homes and housing related services in the South of England. With 870 staff, 72,000 customers in 32,000 homes across Hampshire, Surrey, Berkshire, and West Sussex with ambitious plans to build 17,000 more new homes over the next 10 years.

We're a major player amongst UK housing associations recently recognised for our commitment to our people, with a 'very good' 1-star accreditation rating from Best Companies, placing us 15th best housing association to work for in the UK, alongside inclusion within the 'top 100 best companies to work for in the South East'.

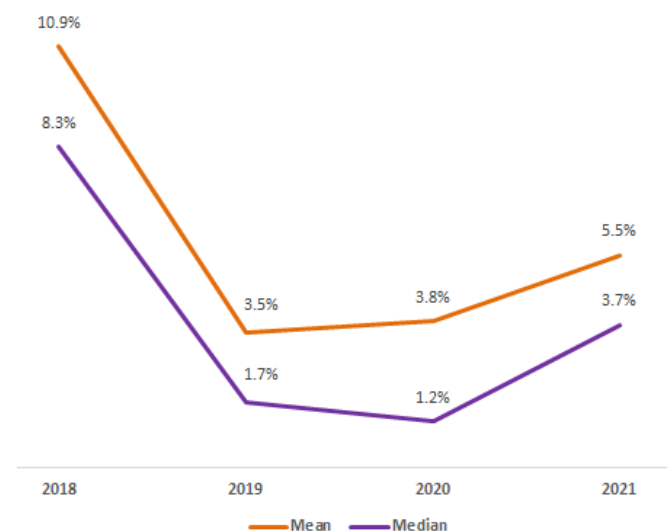
We also recently achieved Gold at the European Contact Centre and Customer Service Awards 2020, winning in the category for public sector, healthcare and charities - 'Responding in a Crisis – Supporting Customers'. And we were also awarded 'Best Health and Wellbeing Initiative' at the CIPD People Management Awards 2020.

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 – more so than ever during COVID.

We value and recognise the importance of a diverse workforce 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 defined as the difference between the average (mean or median) earnings of men and women across a workforce. We've made great progress over the last three years and are extremely proud to report that we've **more than halved** our median gender pay gap from 8.3% down to just 3.7%. Men are earning just over three pence more than women.

Here's a snapshot of our figures as of 5 April 2021.



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



Pay Gap

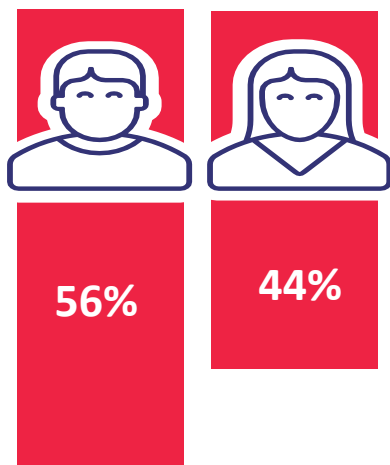


Bonus Gap



We operate two bonus schemes: a scheme for repairs operatives based on productivity and a non-contractual corporate scheme for all other staff based on organisational performance. We didn't pay the corporate bonus in 2020/21. But we did give all staff a total of £200 in recognition of the great work achieved throughout the pandemic and as a contribution towards home working. Trade operatives continued to earn productivity bonus on top of the £200 which has led to a greater difference in their bonus and that of all other staff. Most of our trade operatives are male, and this accounts for a bigger mean bonus gap between men and women whilst the median bonus for men was still £200 the same as women.

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 maintained 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 this through 2022.
- We'll continue to focus on our target of getting 9% more women into our trade workforce (c. 330 people) by 2023. So far by partnering with Highbury College to provide students with 'on the job' training through work experience and promoting our apprenticeship schemes we've achieved a 7% increase. We're delighted to have 12 (19%) women in trade management roles.
- We'll continue to encourage and support selected females to complete our talent development programme – Optimise – incorporating an ILM L3 apprenticeship.
- We'll continue to monitor the proportion of male and female leavers and new starters, specifically within quartiles to ensure a fair gender balance.
- We'll continue to support and maintain 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 **more than halving** our gender pay gap over the last three years.

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