

# Our Ethnicity Pay Report

April 2021

We're a leading provider of affordable homes and housing related services in the South of England. With 872 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.

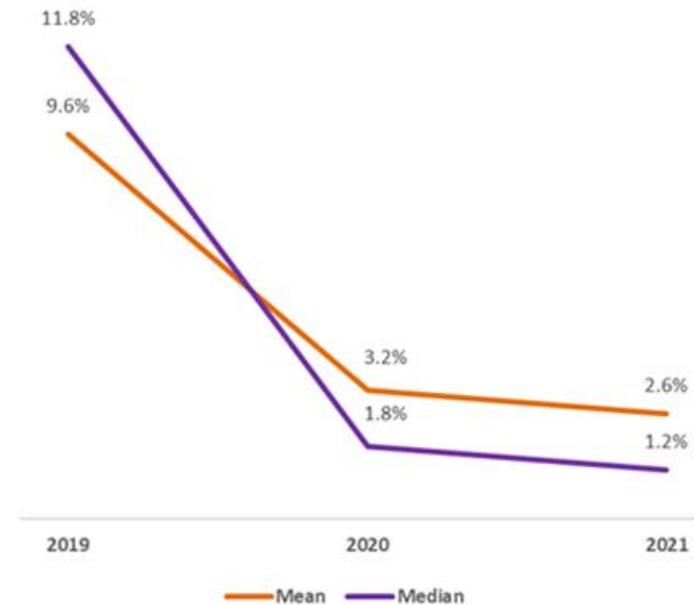
We've worked incredibly hard to create a high profile, fun and friendly working environment that's invested in talented people, their engagement, development, and wellbeing to deliver real difference to the lives of our many satisfied customers – more so than ever during COVID.

We value 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 mandatory to report pay on ethnicity grounds, putting "people at the heart of what we do" means we wanted to.

We applied the same process used for our gender pay report substituting gender with ethnicity data. 81.5% of our people have chosen to self-disclose their ethnicity data. The ethnicity pay gap is defined as the difference between the average (mean or median) earnings of ethnic minority employees compared to white employees across a workforce.

We've made great progress over the last two years and are extremely proud to report that we've closed our ethnicity pay gap significantly by more than ten percentage points from 11.8% down to only 1.2%.

This is an extremely small median (19p) difference in pay between our ethnic minority employees and our white employees. Here's a snapshot of our figures on 5 April 2021.

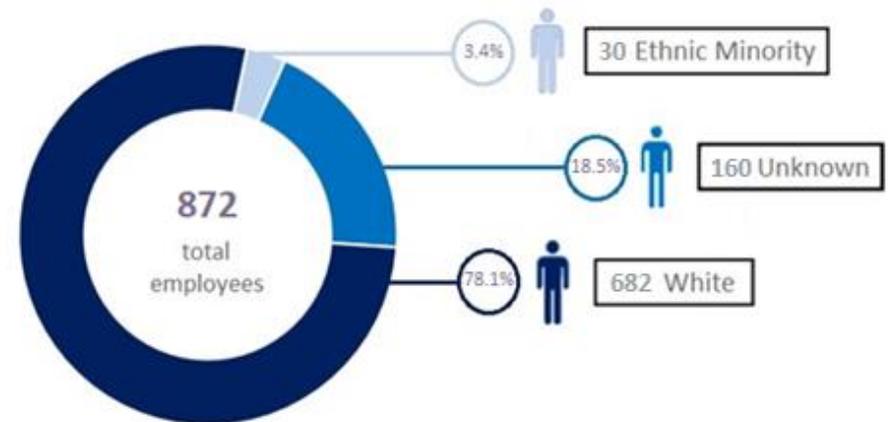


## Median hourly rate by ethnicity

£ per hour



## Total workforce breakdown



VIVID	Ethnic Minority	Not Disclosed	White	Total
<b>Snr Manager &amp; Above</b>	9%	0%	91%	100%
<b>Manager</b>	1%	12%	87%	100%
<b>Front Line</b>	4%	20%	76%	100%
<b>Total</b>	3.4%	18.3%	78.2%	100.0%



## Continuous improvement

- Following the signing of the Business in the Community Race at Work Charter in January this year, we'll continue our ongoing commitment to promoting greater diversity and inclusion within the organisation and reporting on progress.
- We'll continue to take practical steps to ensure our workplace challenges barriers that people within ethnic minority groups can face in recruitment, employment, and progression.
- Specifically, we'll review our sources of recruitment and vacancy advertising placement to target increases in the most appropriate media and resources for talent and monitor the proportions of our non-white workforce through stages of our recruitment process to ensure we represent ethnicity at all levels across the business, consistent with the local population and communities we serve.
- 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'll remain focussed on explaining the importance of employees and applicants self-disclosing their ethnicity to further improve the proportion of ethnicity that is known.

We know we have more to do, but 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**