



Our Gender Pay Report

April 2017

We're Hampshire's largest provider of affordable homes with around 1,000 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 invest in our staff's development, whilst looking after their wellbeing.

It's a legal requirement that we publish figures about our gender pay gap, once a year. 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 2017. VIVID was formed on 24 April 2017, so these statistics are taken from that point in time from the previous organisation, First Wessex.

VIVID

We value diversity and recognise that having a diverse workforce across the whole organisation, will help us to deliver our objectives as a business. We want to ensure that all our staff are paid broadly the same salary and that all levels of the business have an equal representation of gender. We have a rigorous set of benchmarked salaries for each role, to make sure that pay between genders is similar. Around **15%** of our staff are paid on a Schedule of Rates (SOR) basis, which is where they're paid a fixed sum for each job they do. The vast majority of staff on SOR are male.

When comparing pay, we can see that there's a mean gap of **15.1%** and a median of **13.5%** in favour of men. The percentage split of male and females in the upper quartile skews the overall representation of pay. Men have **78.9%** of the upper quartile, compared to **21.1%** of women. Employees paid by SOR are included in these figures and are amongst the highest earners in the organisation. These roles are largely occupied by men. When removing those paid via schedule of rates from the data, the mean pay gap reduces to **4.3%** and the median pay gap reduces to **0.6%**.

Our future plans

We're committed to rewarding and paying our staff fairly, regardless of their gender. Our Director of Resources is responsible for gender diversity and inclusion, and we do a pay review every year to help us improve. Here are some examples of what we're planning to do to close our gender pay gap:

- Remove SOR pay provisions entirely by the end of 2018
- Increase the percentage of women in the upper quartile to **40%** by 2020
- Support all staff, including women to progress their careers, through talent management and development opportunities
- Support women returning to work through flexible working opportunities at every level and division of the organisation
- Review our recruitment activities to make sure we attract applicants from all sectors of society, especially women, and provide training to our recruiting managers to avoid unconscious bias
- Continually monitor our approach to pay and review the job evaluation and salary framework

These actions will help us increase our positive culture and promote equal opportunities. This will keep and attract quality female employees, to improve our gender balance.



Duncan Short, Director of Resources

Pay gap

15.1%

mean

13.5%

median

Without SOR

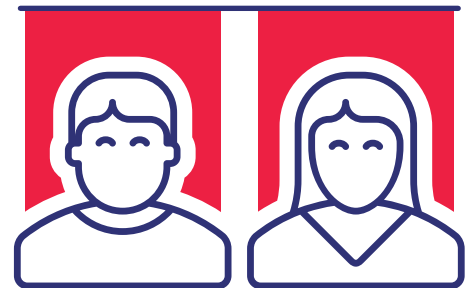
4.3%

mean

0.6%

median

Workforce



59.9%

40.1%

Our workforce is made up of 59.9% men and 40.1% women