

April 2023

Our Ethnicity Pay Report

We've reduced our median ethnicity pay gap over the last year from 4.7% down to 4.3%. This difference in pay between our white employees and our ethnic minority employees means for every £1 earned, the latter receive just four pence less.

Although it's not mandatory to report pay on ethnicity grounds, putting people at the heart of what we do we signed up to **Race at Work Charter** - a Business in the Community campaign to remove any barriers people face in equality in the workplace.

We've worked incredibly hard to create a high performing, 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 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.

The ethnicity pay gap is the difference between the hourly wages of our ethnic minority employees compared to our white employees. To report this, we applied the gender pay gap process substituting ethnicity data.

Continuous improvement

Eighty-eight percent of our people have willingly self-disclosed their ethnicity data demonstrating mutual trust, respect, and confidence in what for many is a fundamental challenge in demographically diverse environments.

Three years ago, we only had 80% of our people disclosing their ethnicity which led to a less than complete picture of workforce representation. With continued efforts to explain why it's important and also what happens to the information collected, we've managed to successfully increase the number of staff voluntarily reporting their ethnicity data to 87%.

At the same time, although ranging across different areas of our business we've seen our proportion of people of ethnicity increase from 4% to 5.1% in our workforce, compared to 7.4% in the population. Encouraging everyone to volunteer their data gives us the best possible opportunity for increasing our organisational diversity effectiveness better representing the communities we serve.

I've been appointed as an Executive sponsor to ensure we have the right focus and support in place to ensure that those who come from an ethnic background can fulfil their potential at VIVID.

We want VIVID to be a place where everyone feels comfortable, where everyone can grow and develop and where the excellence of our culture ensures we deliver excellent customer service whilst reflecting the communities we serve and support

Our ethnicity pay report paints a picture of the changes we've made to ensuring everyone has the opportunity to progress their careers. Analysing, reporting, and publicising this data is possible because our colleagues provide us with accurate ethnicity data to report progress. We've seen an 8% point increase in the numbers of colleagues choosing to record their ethnicity, 88% at the time of reporting.

A zero tolerance against harassment and bullying at the most senior level is critical to everyone feeling fully supported in our organisation. Having made this commitment and appointing me as executive sponsor we'll further actions to tackle discriminative oppression and foster equality, diversity, and inclusion.

We all have a responsibility to create inclusion, belonging and include the voices of Black, Asian, Mixed Race and ethnically diverse employees at work and in decision-making and will continue to monitor our mandatory e-learning module for equality and diversity. We'll also continue with our unconscious bias training for all our people managers.

As part of our employee survey, we'll continue to measure, monitor, and set improvement actions to promote greater engagement with diversity and inclusion within our organisation. In 2022, 71% of employees believed people were treated fairly regardless of difference. In 2023 this increased to 76%.

We'll continue to ensure our recruitment approach remains inclusive by interviewing everyone from under-represented groups if they meet the essential criteria for the role. We'll also extend the advertising of our vacant roles on a variety of different websites to attract a more diverse range of applicants. Our next step is to also ensure we have equal and fair opportunities for development and growth by offering mentoring opportunities.

To support and promote this we're forming a community group of "inclusion allies" who'll champion equality across our business.

Our D&I Group will continue to shape our approach, but we'll also get more diverse views from colleagues with ethnic backgrounds on what's working and what can be improved.

We know we have more to do, so 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.

About us

We're a leading provider of affordable homes and extensive support services in the south of England with 72,000 customers and 33,000 homes.

Our vision is "more homes, bright futures." And at the heart of this is helping customers improve their wellbeing and life chances with a safe and secure home.

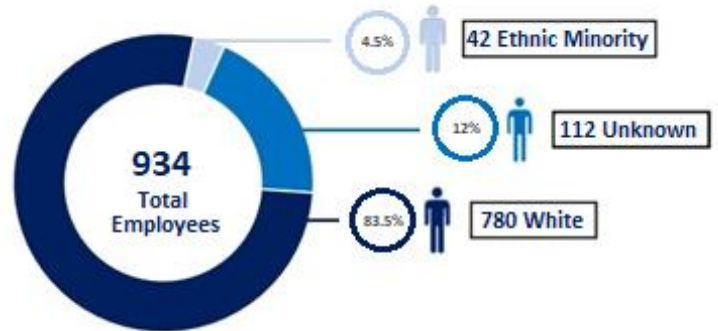
Since our creation, our ambition has been to build 21,000 new homes by 2030 and give more people a place to call home.

We're a major player amongst UK housing associations, recognised for our commitment to our people with a 'very good' 1-star accreditation rating from Best Companies. This places us in the top 15 best housing association to work for in the UK, alongside inclusion within the 'top 75 best companies to work for in the southeast'. Our Glassdoor rating of 3.9/5 is 6% higher than their average across two million employers.

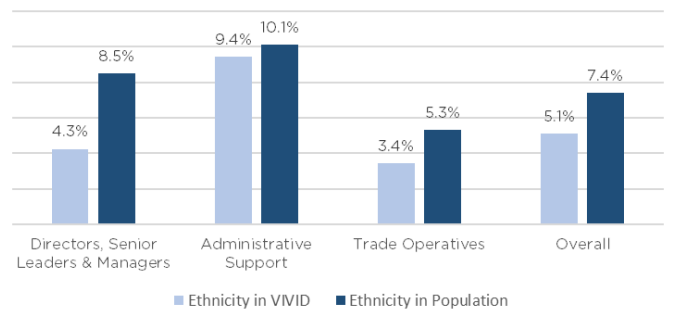
Median ethnicity pay gap



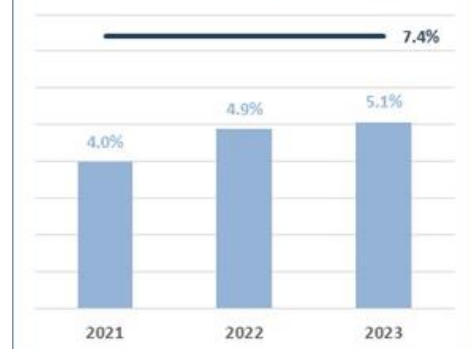
Total workforce breakdown



VIVID Ethnicity in Population



VIVID Ethnicity % compared to Population %



Duncan Short
Director of Resources

