

April 2023

Our Gender Pay Report

Our gender pay gap has been reducing steadily since reporting regulations were introduced 6 years ago. We're incredibly proud to report that in our latest submission, we've seen our mean gender pay gap reduce to just 0.5%. That's a reduction of 14.6% points.

Using the more representative median measure, we've removed the gap altogether. That is at **0.0%** for each £1 earned by men, women earned exactly the same. Considering the UK as a whole in 2022 reported a median gender pay gap of 14.9%, **we've made huge progress**.

The gender pay gap is the difference between the hourly wages of men compared to women at a 'snapshot' date of 5 April 2023 decided by the Government Equalities Office. We sort the pay gap from lowest to highest and divide into 4 equal groups called quartiles. The % of men and women and the pay gap is calculated for each quartile.

The median bonus gender pay gap is the difference between the median bonus pay of relevant female employees (taken as a distinct group) and the median bonus pay of relevant male employees (again taken as a distinct group), expressed as a percentage.

We operate two bonus schemes: a scheme for repairs operatives based on customer satisfaction and quality that enables them to earn up to £1,800 p.a. (6% of average basic pay) and a non-contractual corporate scheme for all other staff based on organisational performance.

The majority of our trade operatives are male (323) compared to female (7), and this accounts for a bigger bonus gap between men and women. 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 customers.

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.

As an organisation we've achieved a very positive position having removed our gender pay gap from a median of 13.5% to 0%. We want to continue this trend and all the great things that we've done but still want to do even more where we can.

Continuous improvement

Although we've removed the median pay gap, women are under-represented across our pay quartiles. This is reflected in the upper quartile where more of our very senior roles are positioned. Our wider leadership is 53% women though this drops to 40% for our most senior roles. Three women from the senior leadership team sit on the Executive Committee meeting which brings diversity of thought and provides personal development. We'll continue improving our approaches to support women in finding development opportunities to step up and ready themselves for managerial and leadership progression.

The exception to this is in the lower quartile where proportions of men and women are more evenly balanced. There are far fewer women working in trades roles and through our inclusive recruitment and unconscious bias training we want to ensure we're hiring as many women as we can into these roles. We're delighted to have 15 (22%) women in trade management roles.

Overall, across 297 different job roles, 50% of our roles (145) are performed solely by women. 40% of our roles (117) are performed by males only. 3% (9) of our roles are performed by an equal proportion of men and women. In these equal gender performed roles, 56% (5) of them have mean pay gaps that are equal or in favour of women. In female dominated roles, 60% of them (12) have mean pay gaps in favour of women – this does mean that in 40% (8) of female dominated roles there is a gender pay gap in favour of males. However, it's important to note that this does not take into account performance, qualifications, and length of service. In male dominated roles, 50% (3) have mean pay gaps that are equal or in favour of women.

We've reviewed our policy to support women going through menopause to ensure we retain them in the business. As a progressive organisation our aim is to continue to offer understanding and meaningful support and become accredited as 'menopause friendly.' We'll continue to support and maintain flexible working opportunities for women to balance their work and personal lives after returning from maternity leave.

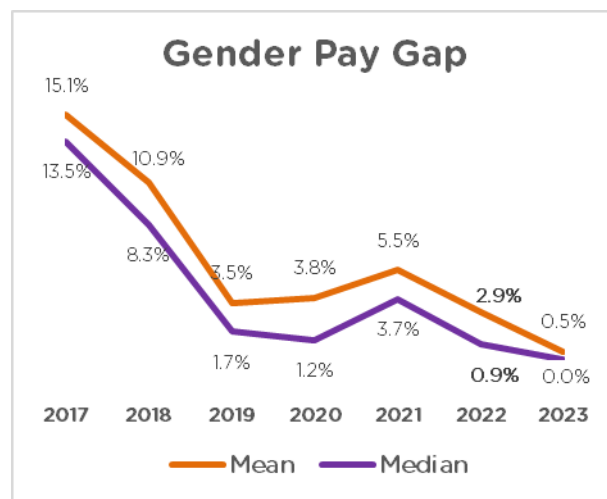
We aim to have equal representation of gender where possible at all levels and across similar roles compared to the local communities we serve and will consider how we might investigate these macro level findings at a more granular level.

We've made considerable progress on removing our gender pay gap over the last year so will continue to promote our inclusive culture to ensure 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.



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|-----------------------|-------|------|
| Mean Gender Pay Gap | £0.10 | 0.5% |
| Median Gender Pay Gap | £0.00 | 0.0% |

| | % Men | % Women |
|-----------------------|-------------|-------------|
| Lower Quartile | 51.7 | 48.3 |
| Lower Middle Quartile | 61.5 | 38.5 |
| Upper Middle Quartile | 57.0 | 43.0 |
| Upper Quartile | 56.7 | 43.4 |
| VIVID Overall | 56.7 | 43.3 |

| Gender Pay Gap Median | Men | Women | GPG | GPG% |
|-----------------------|--------------|--------------|-------------|-------------|
| Lower Quartile | 11.40 | 12.58 | -1.18 | -10.4% |
| Lower Middle Quartile | 16.35 | 16.32 | 0.03 | 0.2% |
| Upper Middle Quartile | 18.86 | 18.86 | 0.00 | 0.0% |
| Upper Quartile | 22.70 | 24.63 | -1.93 | -8.5% |
| VIVID Overall | 17.05 | 17.05 | 0.00 | 0.0% |

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|----------------------|---------|-------|
| Mean Bonus Pay Gap | £728.27 | 38.9% |
| Median Bonus Pay Gap | £970.19 | 47.9% |

| | |
|--------------------|-------|
| % Men Paid Bonus | 96.2% |
| % Women Paid Bonus | 95.3% |



Duncan Short
Director of Resources

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.