

# Our Gender & Ethnicity Pay Report

Our gender pay gap has been reducing steadily since reporting regulations were introduced 7 years ago. We're incredibly proud to report that in our latest submission, we've seen our mean gender pay gap maintained at the same level as last year at just 0.5%. That's a reduction of 14.6% points over 7 years.

Using the more representative median measure, we've moved very slightly in the opposite direction. That is at **-1%** meaning that for each £1 earned by men, women earn 1p more. Considering the UK as a whole in 2023 reported a median gender pay gap of 14.3%, **we've made huge progress and sustained it.**

The gender pay gap is the difference between the hourly wages of men compared to women at a 'snapshot' date of 5 April 2024 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 'office' scheme for all other staff based on organisational performance.

The majority of our repairs operatives are male, and this accounts for a bigger bonus gap between men and women. Our mean (average) bonus pay gap is £882 which is 49%. So for every £1 a man earned in bonus a woman earned 51p. This is largely because in 2023 our Office bonus paid out 2.5% compared to the repairs operatives 6%. We keen

to hire more women into the repairs roles and later this year we will look at the bonus schemes to ensure all staff are bonused on similar business priorities.

Although it is not mandatory to report pay on ethnicity grounds, we are very pleased to report our ethnicity pay gap has also been removed completely. Last year we reported a gap of 4.3%. The ethnicity pay gap is the difference between the hourly wages of white employees compared to our non-white employees. 87% of our employees have declared their ethnicity. In the last year we have seen our overall % of employees who are non white increase from 5% to 7%. This is particularly positive given our Hampshire general population is 7% non white which means have equal representation of the general Hampshire population. We are very pleased to report that the median is also -1% which means that for every £1 earned by a white employee a non-white employee earns 1p more. On a whole we have made huge progress. This has been achieved through consciously encouraging our internal and external recruiters to shortlist as many non white applicants as possible who meet the minimum criteria for the role. We are also monitoring carefully the take up of internal promotional opportunities for our non-white employees and their participation in our OPTIMISE leadership program.

We have worked incredibly hard to create a high performing, modern and vibrant culture. We have a 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 are proud of our smart and agile working arrangements that make it easier for women to return to part time roles after maternity leave. We also see many older employees of both genders drop to part time hours towards the typical age of retirement.

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 14.6% 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 some of 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 (44% of the total workforce) though the numbers in leadership drops to 48% for our most senior roles. This is an increase of 4% from last year. One woman has been newly appointed to the Executive Committee and three women from the senior leadership team sit on the Executive Committee meeting group 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. One of these approaches is our recent OPTIMISE program.

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 far fewer men working in our Customer Services roles. Through our inclusive recruitment and unconscious bias training we want to ensure we're hiring as many women as we can into those roles that are typically held by men and vice versa.

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 few years 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. We believe that everyone has the right to a safe and secure place to call home, and from the moment customers move into their VIVID home we're here to help with that and more.

Our customers have access to a wide range of tailored advice to sustain their tenancies. We invest in our homes and communities for the long-term, and this means in the quality, safety and energy efficiency of existing homes and neighbourhoods, with a firm focus on improving services so they're easy to use and access by our customers.

We're addressing the shortage of affordable housing in the south, building the right type of homes to meet the needs of our local communities. We're the fifth largest developer of new homes amongst housing associations in England, having built over 1,500 last year.

This is summed up in our vision "**More homes, bright futures**".

We're a major player amongst UK housing associations, recognised for our commitment to our people with a 'very good' 2 star accreditation rating from Best Companies. This places us in the top 10 best housing association to work for in the UK, alongside inclusion within the 'Times Top 100 Large Employers' in UK.



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.

A handwritten signature in blue ink, appearing to read 'D Short', written over a faint grid background.

